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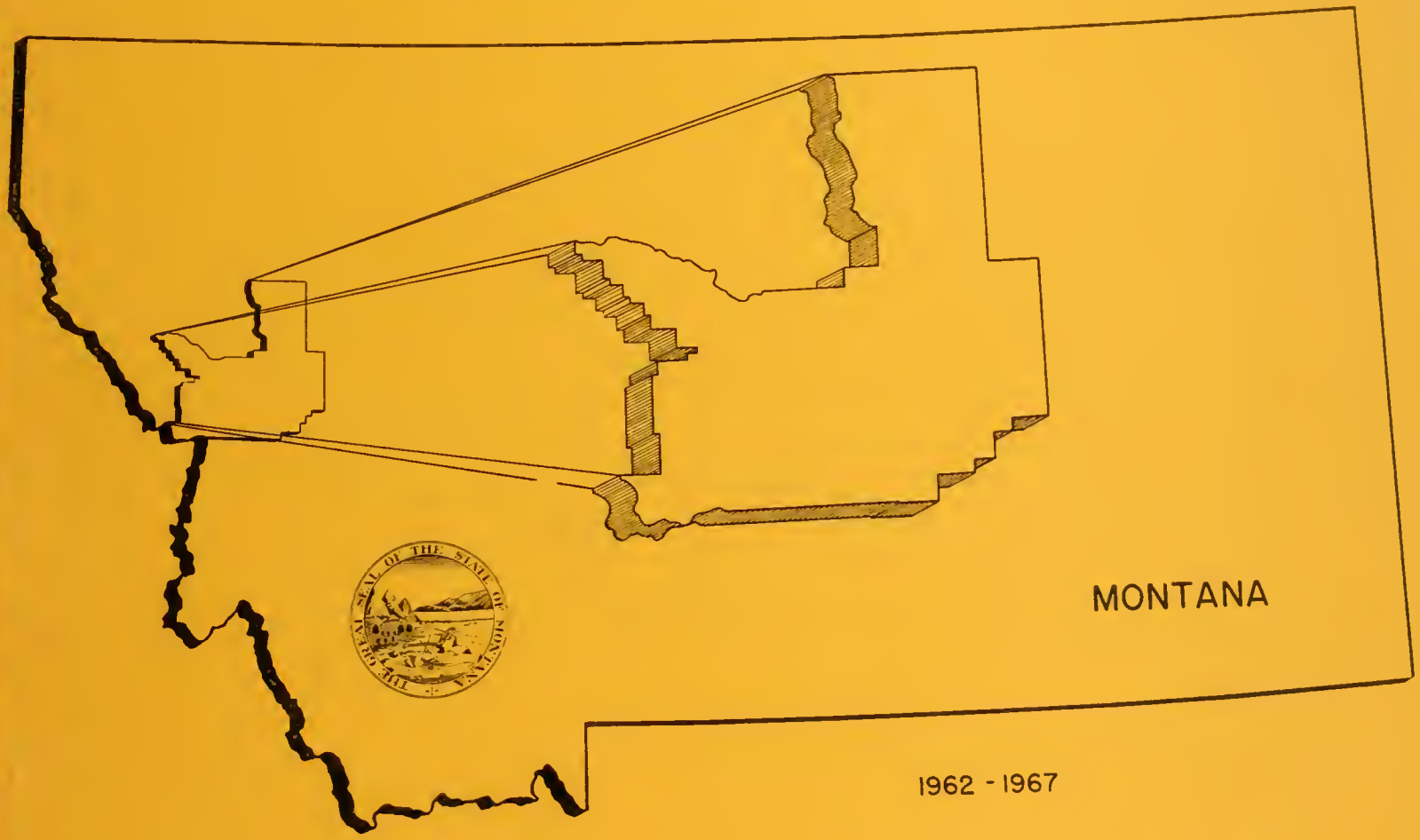
STATE DOCUMENTS

MISSOULA COUNTY MANPOWER SURVEY



1962 - 1967

CITY OF MISSOULA - MARCH 4, 1953
Courtesy Montana State Highway Department

(Missoula 14 years Ago - inside back cover)

MISSOULA COUNTY MANPOWER SURVEY 1962 - 1967

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October 1964

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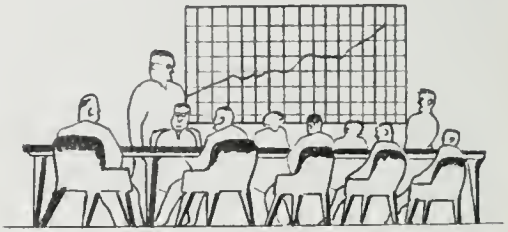
MISSOULA COUNTY MANPOWER SURVEY ADVISORY COMMITTEE



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ACKNOWLEDGEMENTS

The Missoula County Manpower Survey was conducted with the cooperation and participation of labor and management officials. Endorsements of the project and assistance in planning was given by labor leaders, civic and service club representatives, company executives, government officials and employees. Deans and professors at Montana State University were very helpful with suggestions on questionnaire format and general procedure.

Through the records in the Missoula Employment Service office, it was possible to reach many unemployed persons by mail who had no current employment affiliation. Also available were names and addresses of numerous employers not on file in the Helena central office, from which the bulk of the mail forms were dispatched.

The Missoulian-Sentinel newspaper, KMSO-TV, radio stations KMSO, KGVO and KYSS contributed effectively to the success of the survey with generous publicity relating to distribution and response of employers and employee forms.

In recognition of their splendid cooperation, a list of the participating employers is presented in the appendix section of this booklet. The contribution of the 5,319 persons who submitted completed employee forms is fully acknowledged and appreciated.

Among the many individuals who played a major role in the project, names and affiliations of several appear below:

Labor Organizations

George E. Rogers, Secretary-Treasurer
Missoula County Trades Labor Council

Joe W. Gasvoda, Business Agent,
United Brotherhood of Carpenters and Joiners

Montana State University

Dr. Paul B. Blomgren, Past Dean, School of Business Administration and Director, Bureau of Business and Economic Research

Dr. George B. Heliker, Professor,
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Commerce

Bart Bailey, Manager,
Missoula Chamber of Commerce

Donald F. Wilson, Past Manager,
Missoula Chamber of Commerce

Respectfully submitted,

Edgar H. Reeder

EDGAR H. REEDER, Chairman

Executive Director, Unemployment

Compensation Commission of Montana

FOREWORD

Manpower is one of the five basic economic elements of Land, Labor, Capital, Management and Natural Resources which provide support for economic growth. Of these elements, Labor, more than any of the others is under continuous pressure from changing qualifications and specifications. Technological advances and automation have resulted in an increasing demand for new skills while others are being pushed into obsolescence. This survey was designed to point up these areas of change and to facilitate employers and workers in planning for the attendant problems.

The survey was initiated by the Research & Analysis Section of the Montana State Unemployment Compensation Commission, the first of its kind for the agency. It was endorsed by the Missoula County Trades Labor Council and the Missoula Chamber of Commerce. United States Department of Labor definitions and guidelines were applied in conducting the study. Numerous labor market areas throughout the nation have had similar surveys.

Missoula County was selected among the major labor market areas in Montana for several reasons. It has had relatively rapid economic growth as noted in an Upper Midwest Economic Study by the University of Minnesota. Its growth has remained consistent, with no unusual changes in the economic base. The county has experienced relatively favorable labor-management relations. It offers ready access to Montana State University consultants, particularly those in the Department of Economics and Bureau of Business & Economic Research.

Survey information was solicited from employers and workers in mid-April 1963, (For details see Methodology pages 70 - 75). It includes current numbers and projections for population, employment and unemployment by major industrial groups from August 1962 to August 1967. Agricultural Specialties & Services were covered, but farming and ranching activities were not included in the survey. The latter comprises less than 4 percent of the county's total average employment.

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PURPOSES OF THE SURVEY

The Missoula County Manpower Survey provides basic information on the structure of Missoula County's labor force. Data obtained relates to various economic, social and personal factors that have significance upon the present and future labor force posture of the area. This material is designed to be of benefit and use in the following areas:

Employer planning in the evaluation of manpower needs.

Employment counseling.

Training employees to meet needs of employers.

Labor Market information for private and public interests.

Vocational guidance for educational and training institutions.

Labor resource data for new industries investigating the area.

Civil Defense and mobilization planning.

HIGHLIGHTS

1. The population of Missoula City and Missoula County is increasing at a faster rate than that for Montana and the United States. (Page 11)

2. Non-agricultural employers in Missoula County forecast a general rise of about 7 percent in employment from August 1962 to August 1967. The downward trend in Agriculture reduces overall county employment growth prospects to 6.6 percent. Highest percentage increases are indicated for Finance, Insurance & Real Estate 12.4, Trade 10.1 and Construction 8.9. (Pages 12 & 13) Probability of automation may have influenced employers' forecasts conservatively.

3. As of the week April 7 - 13, 1963, Missoula County's total employment, excluding farming and ranching was 16,100 of which 11,179 were male workers and 4,921 female. Wood products manufacturing employs nearly one-fifth of the male workers. About 46 percent of all workers are in Government and Trade. (Pages 14 & 15)

4. During 1961 - 1963 inclusive, Missoula County's annual unemployment rate was below rates for Montana and the United States. (Pages 16 & 17)

5. One-twelfth of Montana's non-farm employment worked in Missoula County during the survey week, April 7 - 13, 1963. Government and Trade are the largest employers both numbering about 3,700, followed by Manufacturing. Summer employment in Trade generally leads all others as a result of tourist activity. (Pages 14, 15, 18 & 19)

6. Females comprise about one-third of the work force and fill most Clerical and Service occupations. In Service industries female workers outnumber males. Of all male workers, 91 percent are 22 to 64 years of age, compared to 82 percent for females. (Pages 20 & 21)

7. The average work-week was 39.9 hours in April 1963. The Mining industry was longest at 44.7 hours while Agricultural Specialties & Services was shortest with 37.1 About three-fifths of all persons worked a 40 hour week. (Pages 22 & 23) Of all occupations, Managerial personnel put in the longest week - 44.5, while Semiprofessional people the shortest, at 34.9 hours. (Pages 24 & 25)

8. Many job-holders have acquired more education that required by employers. The overall average years of education for both sexes is equivalent to one year of college. Females slightly exceed the average for males. Employer educational requirements are highest in Government and lowest in Construction. (Pages 26 & 27) Education levels are highest among Professional and Semiprofessional workers and lowest among the Unskilled. (Pages 28 & 29)

9. Experience on a similar job is required by employers for over half of their positions. Only about one-fourth of all jobs require no previous special training. The

The Construction industry leads with apprentices. Services require the most trade or other vocational schooling. (Page 30) Skilled workers have the highest ratio of apprenticeships, while Professional and Clerical workers have the highest proportion requiring Trade, Vocational or Business School. Experience on similar job is often a requirement in all occupations. (Pages 31)

10. Over two-thirds of males surveyed in April 1963 were employed all 52 weeks during 1962. About one-half of the female workers had similar year-round employment. Only 1 of 10 males were employed part-time, compared to 1 of 5 females. (Pages 32 & 33) Managerial personnel worked the largest number of weeks that year. (Pages 34 & 35)

11. Unemployment during 1962 was highest for persons also out of work in the survey week. One-third of this group were unemployed from one-half to the entire year's period. Those employed in Trade and Government during the survey week exceeded others in man-weeks without work during 1962. Manufacturing led other industries in jobless man-weeks for males. (Pages 36 & 37) Managerial, Sales and Professional workers sustained the lowest unemployment percentages on a man-week basis. In contrast, Service, Clerical and Unskilled employees had the highest percent of time out-of-work in 1962. (Pages 38 & 39)

12. Almost half of the persons in the Missoula County labor force changed work in the past 10 years. Changes were common to all major occupational groups, but were more frequent for Unemployed, Semiskilled and Unskilled. (Pages 40 & 41)

13. About one-fifth of all the employees surveyed had in the past ten years previously held other jobs similar to their present jobs. The proportion was highest in the Clerical and Semiskilled groups at one-third and lowest in the Managerial group at one-tenth. (Pages 42 & 43)

14. Almost one-fourth of the labor force desire vocational training. Approximately 4 of 10 interested workers want training in Skilled occupations. Nearly 3 of 4 interested males are now in the Skilled, Semiskilled, Unskilled or Unemployed categories. Younger workers are the most responsive. One-half of all those favoring training are employed in Trade and Manufacturing. (Pages 44 & 45)

15. One-third of the labor force desire on-the-job training. The Unemployed and younger persons indicate greatest interest. (Pages 46 & 47)

16. Two-thirds of the workers prefer to remain in Missoula County rather than accept jobs elsewhere. Younger workers and the unemployed are the most willing to move. (Pages 48 & 49)

HIGHLIGHTS - continued

17. In general, the more weeks per year a worker is on a job, the less interest he has in additional training. The unemployed, as a group, are most interested in receiving additional training, but all workers show declining concern with increasing age. (Page 50)

18. Workers employed 30 - 39 weeks in 1962 have the most years of education. (Pages 51)

19. During the survey week, April 7 - 13, 1963, employers reported 204 job vacancies - 167 males, 37 females. Sixty-four of these job vacancies were classified as "Hard to Fill". (Pages 56 & 57)

20. Employers forecast expansion needs of 1,423 workers by 1967. In addition, replacement needs, caused by death and retirement, are computed as 2,166. This totals 3,589 new workers projected from 1962 to 1967. Numerically, labor needs by industry are: Trade - 888, Government - 747, and Services - 655. (Pages 58 & 59) Projections for nine major occupational groups with 179 job titles and subgroups are presented on pages 60 to 69. These figures appear under the caption "Additional labor needed to project from 1962 to 1967 for expansion and replacement".

RECOMMENDATIONS

<u>In Keeping With the Purposes of This Survey It Is Suggested That</u>:

1. Employers in Missoula County continue to plan for and evaluate future manpower needs and make their needs known to educational and training agencies, trade unions, Chamber of Commerce and employment agencies with a view to developing programs to meet these needs.

2. Local training resources plan training programs to meet the needs of both employers and employees. The many workers who desire to upgrade to higher skill levels be afforded that opportunity. Those workers who have been, or may be, displaced by automation or for any reason, be given a chance to retrain and be employed in other fields of work. Consideration also be given by industry to institute or expand in-plant training wherever it can best train workers to meet specific occupational needs

3. Educational and vocational guidance be given, particularly to our youth, to direct high school and college students into opportune career fields in this area.

4. Continual economic research be conducted with respect to manpower needs and job development in Missoula County.

BACKGROUND

Early History - From 1805: Missoula County's first white visitors were Meriwether Lewis and William Clark (famed explorers of the Louisiana Purchase), who found Flathead Indians to be the principal inhabitants. At that time the region was part of the Oregon Territory.

Trappers operated in the area until the discovery of gold in 1852. Immigration increased thereafter. By 1864 French traders had settled west of Missoula and began farming. That same year the area was incorporated into Montana Territory.

Transportation facilities were important in the early development of the region. The building of the Mullan Wagon Road in 1858 - 1860 opened a principal trade route between the Missouri and Columbia Rivers. Completion of the Northern Pacific Railroad in 1883 and the Chicago, Milwaukee, St. Paul & Pacific Railroad in 1909 through Missoula county were major events which assured continued growth.

Natural Features Of The County: Missoula County has a very irregular boundary which generally follows natural landmarks. It comprises 2,613 square miles of wooded mountains, fertile valleys, and cold, clear lakes and rivers. It is centrally located in Western Montana. The City of Missoula is 3,210 feet above sea level and is surrounded by mountains which vary from 5,000 to 10,000 feet.

Both surface and underground water is in ample supply for industrial, agricultural and private use.

Outdoor recreation facilities are abundant, including hunting and fishing, skiing, boating, and hiking or horseback riding through some of Montana's most picturesque scenery.

Average monthly temperatures for Missoula City range in degrees from 19.4 in January to 68.4 in July. Average annual precipitation is 12.8 inches. Prevailing winds are from the west or northwest with a mean hourly speed of 6.1 miles per hour.

Economic Features: The county's relatively diversified economic base, together with its large government payroll, has a stabilizing influence on its overall employment and economy.

Since 1930 Missoula County's population has had a steady rise and now ranks fourth among Montana's 56 counties. The principal city, Missoula, has had a similar growth since 1920. However, the rate of population increase is greater for the county, indicating a tendency toward suburban living. From 1950 to 1960 the county's proportion of urban residents rose from 63.4 to 69.2 percent, whereby for the entire State if shifted from 43.7 to 50.2 percent.

As shown in the Chart and Table on the opposite page, the population trends for Missoula County and City both are increasing at a faster rate than that for the United States.

They are also considerably higher than the rate for Montana, as is apparent from the narrowing gap between trend lines. If 1950 - 1960 trends continue through 1970, as projected on the chart, the city will have a population rise to 36,000 while the county grows to 56,000.

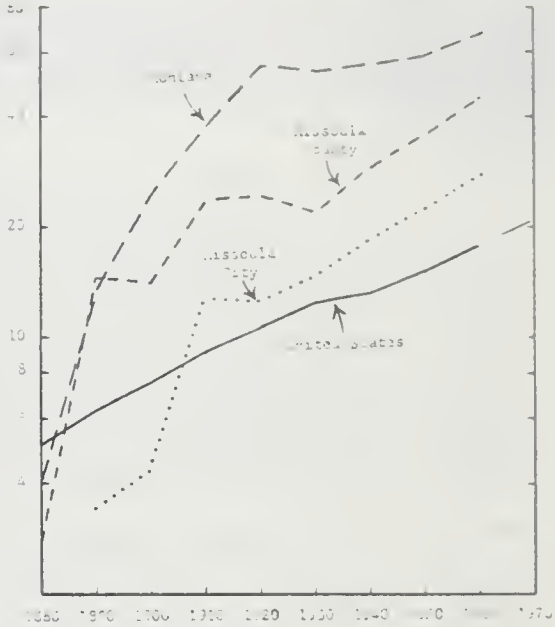
The county is a natural transportation center. Five major highways converge upon Missoula City, including Interstate 90. In addition to two major railways, there are about a dozen motor freight carriers, two bus lines and one major airline.

Educational facilities include Montana State University. In addition to the constantly expanding grade and high schools, the city has a business college, nursing school, beauty school and various other training facilities.

Of Missoula County's 2,613 square miles, 45 percent is Federally administered, chiefly in National Forests and on an Indian Reservation. About 87 percent of the total land area is forested, some of which is used for livestock grazing.

Seasonality is an important factor in the county's economic picture. Manufacturing activities push employment to a peak in October and secondary peaks during summer months. Unfavorable weather in winter and spring curtails logging operations and reduces employment. A major goal for Missoula County could be to provide winter employment for the seasonally unemployed.

POPULATION TRENDS



Years	United States	Montana	Missoula County	Missoula City
1880	50,155,783	39,159	2,537	--
1890	62,947,714	132,159	14,427	3,426
1900	75,994,575	243,329	13,964	4,366
1910	91,972,266	376,053	23,596	12,869
1920	105,710,620	548,889	24,041	12,668
1930	122,775,046	537,606	21,782	14,657
1940	131,669,275	559,456	29,038	18,419
1950	150,697,361	591,024	35,493	22,485
1960	178,464,236	674,767	44,663	27,090

POPULATION AND EMPLOYMENT TRENDS

More Workers For Future Growth: Missoula County employers forecast a general rise in employment during the next several years for nearly all industries. Percent increases are indicated to be greatest for Finance, Insurance & Real Estate followed by Trade and Construction. Lesser expansion is noted for Transportation, Communications & Utilities, Government and Services. Agriculture is the only industry to decline. Numerous Manufacturing employers were non-committal about projecting into the future. Although many anticipated growth, they felt that automation might, to some extent, curb additional employment. The present low unemployment level is expected to continue for the next several years.

Labor Force Lags Population: Growth rate figures indicate that Missoula County's labor force is not keeping pace with its' population. Although the county enjoys a moderate industrial expansion, insufficient jobs are being generated to check the apparent out-migration of workers.

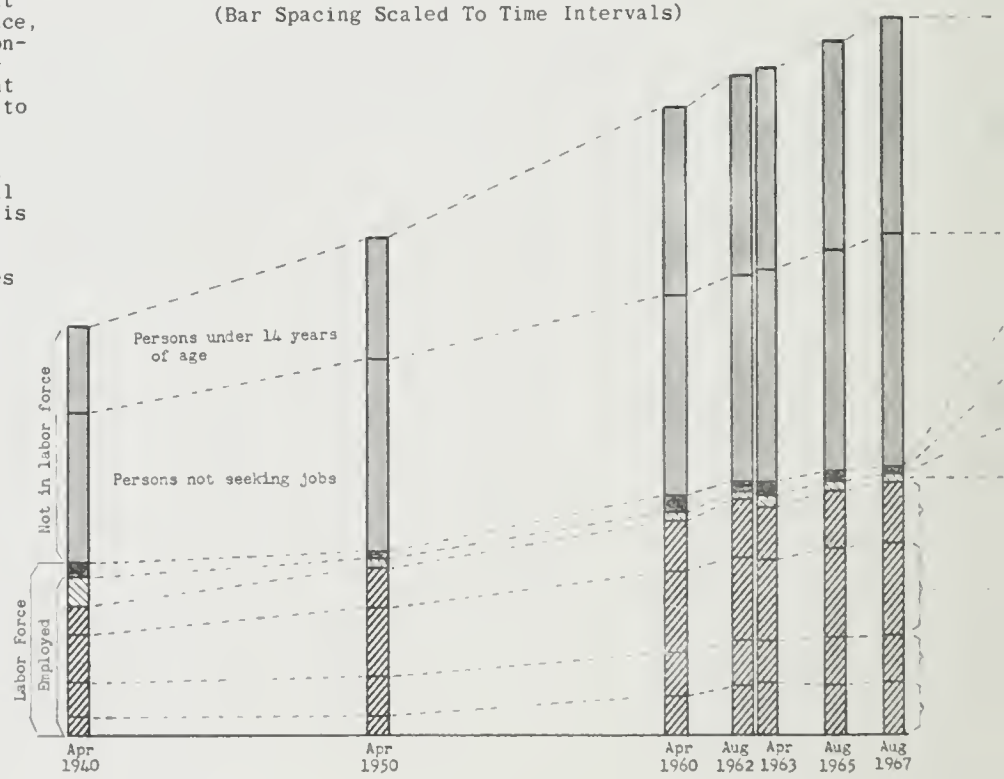
This tendency is also confirmed by the Upper Midwest Economic Study which presents a comparison of Dependency Ratios * from U.S. Census data for the period 1950 - 1960. In Missoula County this ratio increased as the proportion of persons in the working age group, 15 - 64 years, decreased. This situation is also true for the State.

Current And Future In Detail: Tables in the appendix section of this booklet contain detail figures on employment during the April 7 - 13, 1963 survey week, numbers at work in August 1962 and expected to be at jobs in August 1965 and 1967.

GROWTH

Past And Projected

(Bar Spacing Scaled To Time Intervals)



* Proportion of total population under 15 years of age or 65 and older.

POPULATION, LABOR FORCE AND EMPLOYMENT - MISSOULA COUNTY

1940, 1950, 1960 Census - 1962 To 1967 Survey Indications

	April 1940	April 1950	April 1960	August 1962	April 1963	August 1965	August 1967	Percent Change 1962-1967
Total Population	29,038	35,493	44,663	46,763	47,363	49,463	51,223	9.5
Total, 14 Years Of Age And Over	22,925	26,562	31,205	32,564	32,965	34,426	35,651	9.5
Civilian Labor Force	12,596	13,183	17,131	18,075	17,828	18,708	19,228	6.4
Unemployed	1,270	582	1,343	547	997	550	550	0.5
Employed Total	11,326	12,601	15,788	17,528	16,831	18,158	18,678	6.6
Agriculture - Farming *	1,928	787	576	660	731	640	620	-6.1
Construction	645	991	1,125	985	730	897	1,073	8.9
Manufacturing	1,405	1,811	2,487	3,075	3,040	3,159	3,207	4.3
Transportation, Communications and Utilities	1,064	1,496	1,634	1,481	1,410	1,537	1,578	6.5
Trade	2,126	2,894	3,426	3,810	3,690	4,129	4,195	10.1
Finance, Insurance and Real Estate	261	352	672	652	660	703	733	12.4
Service And Other **	2,448	2,880	3,070	3,133	2,900	3,273	3,314	5.8
Government	1,449	1,390	2,798	3,732	3,670	3,820	3,958	6.1

* Includes unemployed attached to Agriculture-Farming. ** Includes Agricultural Specialties & Services and Mining.

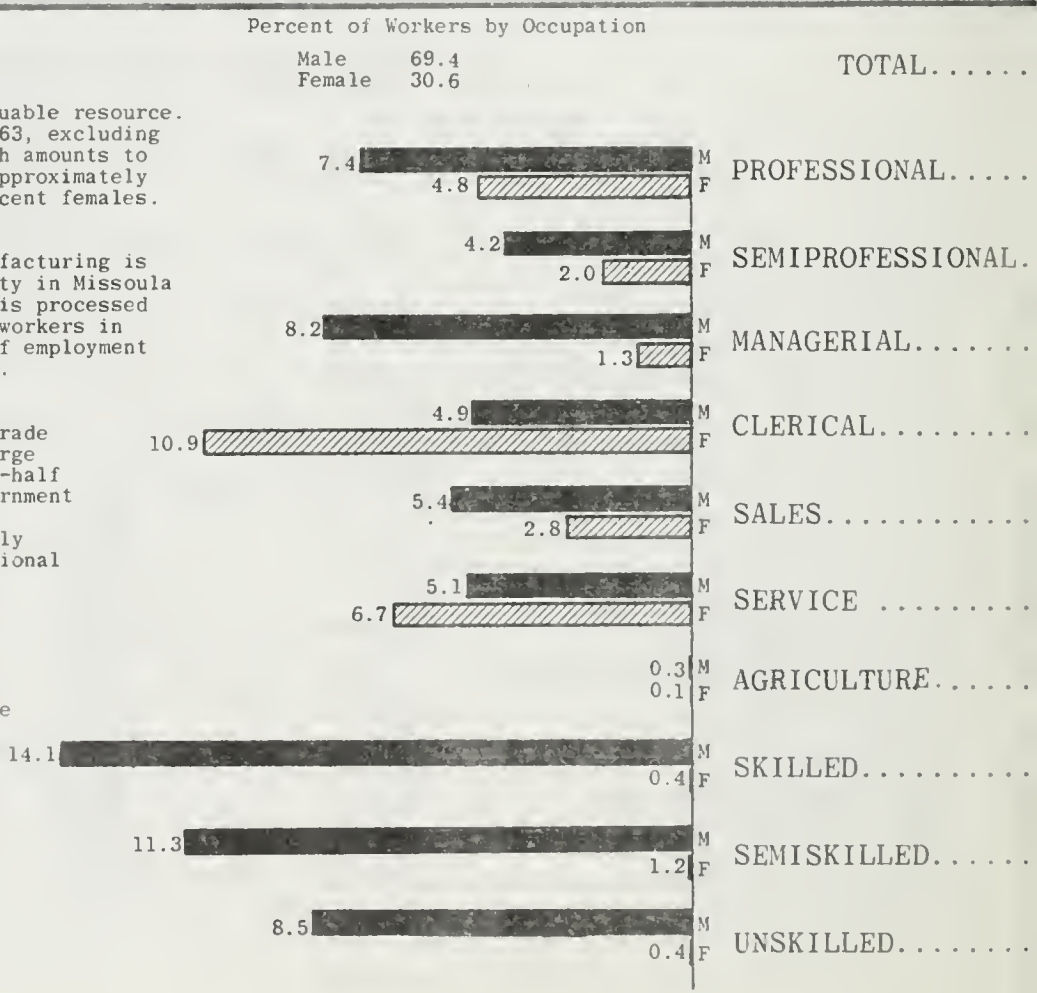
MISSOULA COUNTY S EMPLOYMENT --- APRIL 1963 OCCUPATION

Skilled manpower is Missoula County's most valuable resource. Total employment in the county during April 1963, excluding farming and ranching, was 16,100 persons, which amounts to almost one-twelfth of that for all Montana. Approximately 69 percent of the workers are males and 31 percent females.

Many Work In Lumber Mills: Wood products manufacturing is a principal activity in Missoula County. About one-fourth of Montana's lumber is processed here. It employs over 20 percent of the male workers in the county's labor force and provides the chief employment for Skilled, Semiskilled and Unskilled workers.

University A Major Employer: Government and Trade are two other large industries in the county, employing almost one-half of all workers. Leading components under Government are the Montana State University and Regional Headquarters of the U. S. Forest Service. Nearly two-thirds of all Professional and Semiprofessional workers are employed under Government. Women hold 26 percent of positions in the University and men over 97 percent of those in the Forest Service.

Women Are Significant: Female workers comprise about one-half of the total in Services and Finance industries and one-third of all employment in Trade and Government. Women also play an important role in other employment. Male workers heavily dominate the Construction and Manufacturing industries



	Total	Construction	MANUFACTURING		Transportation Communication And Utilities	Trade	Finance Insurance And Real Estate	Service And Other*	GOVERNMENT	
			Wood Products	Other					Montana State University	Other
Male	11,179	685	2,146	696	1,218	2,439	326	1,401	1,019	1,249
Female	4,921	45	70	128	192	1,251	334	1,499	545	857
Male	1,194	14	33	51	33	8	2	268	390	395
Female	773	3	0	7	1	3	1	277	126	355
Male	672	2	11	3	42	37	3	173	286	115
Female	326	0	0	1	2	11	2	65	109	136
Male	1,328	89	89	76	104	610	92	182	33	53
Female	200	0	2	3	18	73	26	39	13	26
Male	795	12	45	52	148	158	61	89	37	193
Female	1,756	19	62	42	151	322	279	432	170	279
Male	867	3	1	119	15	556	134	32	7	0
Female	457	0	0	17	1	403	16	9	10	1
Male	813	4	32	7	19	192	18	195	165	181
Female	1,070	0	0	10	13	373	10	522	87	55
Male	53	0	3	0	0	7	3	26	4	10
Female	12	0	0	0	0	0	0	0	12	0
Male	2,268	383	454	207	489	366	5	200	48	116
Female	71	17	0	8	0	10	0	27	7	2
Male	1,819	78	802	99	276	350	1	103	0	110
Female	192	0	3	35	6	49	0	96	0	3
Male	1,370	100	676	82	92	155	7	133	49	76
Female	64	6	3	5	0	7	0	32	11	0

* Includes Agricultural Specialties & Services and Mining

UNEMPLOYMENT

Missoula County With Comparisons

Missoula County Below State: During each of the last four years the unemployment rate in Missoula County has been less than for the State of Montana. In 1959 the percentage of persons in the work force who were out of work was but 0.1 above the 5.9 rate for the State. For each of the following years 1960 - 1963, Missoula County's position was enhanced with unemployment rates averaging 0.6 below State levels.

Seasonal Lows Under U.S.: Montana unemployment rates always have wide seasonal fluctuations. This coincides with the pattern of climate and industrial activity which requires a relatively large amount of outdoor work. Consequently the State unemployment rates are consistently at the highest levels during January, February and March. As shown by the adjoining chart, seasonal variations are smaller for the county than for the state. Both county and state unemployment rates during summer and fall months are below those for the United States. The opposite is normally true in the winter months.

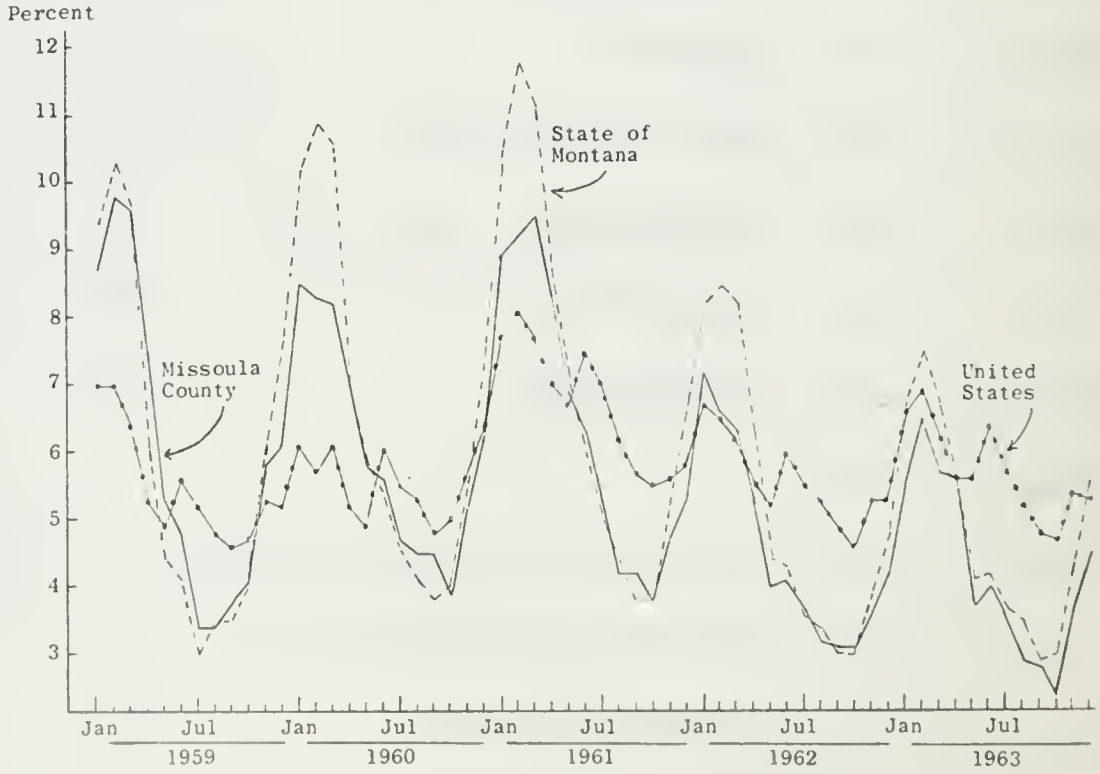
Jobless Rates Decrease: The chart reflects a steady decline in the unemployment rates during the last three years for both Missoula County and State of Montana. At the same time employment increased. The economy always benefits when unemployment is reduced through increased jobs, especially during the slack seasonal periods.

UNEMPLOYMENT RATES

1959 - 1963 By Months

Missoula County, State of Montana

and United States



UNEMPLOYMENT RATES, 1959-1963 BY MONTHS: MISSOULA COUNTY, STATE OF MONTANA AND UNITED STATES

	1959			1960			1961			1962			1963		
	Missoula Co.	State of Mont.	U.S.	Missoula Co.	State of Mont.	U.S.	Missoula Co.	State of Mont.	U.S.	Missoula Co.	State of Mont.	U.S.	Missoula Co.	State of Mont.	U.S.
	Percent			Percent			Percent			Percent			Percent		
Annual	6.0	5.9	5.5	6.0	6.6	5.6	6.4	6.9	6.7	4.5	5.1	5.6	4.2	4.8	5.7
January	8.7	9.4	7.0	8.5	10.2	6.1	8.9	10.3	7.7	7.2	8.2	6.7	5.5	6.8	6.6
February	9.8	10.3	7.0	8.3	10.9	5.7	9.2	11.8	8.1	6.6	8.5	6.5	6.5	7.5	6.9
March	9.6	9.6	6.4	8.2	10.6	6.1	9.5	11.1	7.7	6.3	8.2	6.2	5.7	6.7	6.3
April	7.5	6.1	5.3	7.0	7.1	5.2	8.3	8.5	7.0	5.3	6.3	5.6	5.6	5.5	5.6
May	5.3	4.4	4.9	5.8	5.9	4.9	6.9	7.1	6.7	4.0	4.4	5.2	3.7	4.1	5.6
June	4.8	4.1	5.6	5.6	5.5	6.1	6.3	6.1	7.5	4.1	4.3	6.0	4.0	4.2	6.4
July	3.4	3.0	5.2	4.7	4.6	5.5	5.3	5.1	7.0	3.7	3.6	5.5	3.6	3.7	5.7
August	3.4	3.5	4.8	4.5	4.1	5.3	4.2	4.4	6.2	3.2	3.4	5.3	2.9	3.5	5.2
September	3.8	3.5	4.6	4.5	3.8	4.8	4.2	3.8	5.7	3.1	3.0	4.9	2.8	2.9	4.8
October	4.1	4.1	4.7	3.9	4.0	5.0	3.8	3.8	5.5	3.1	3.0	4.6	2.4	3.0	4.7
November	5.8	6.1	5.3	5.2	5.5	5.7	4.7	5.2	5.6	3.6	3.9	5.3	3.7	4.4	5.4
December	6.1	7.7	5.2	6.3	7.6	6.4	5.3	6.6	5.8	4.2	4.8	5.3	4.5	5.5	5.3
Range In Number Of Unemployed Persons:															
Highest	1,600			1,400			1,600			1,200			1,100		
Lowest	600			700			700			500			500		

INDUSTRY DISTRIBUTION OF WORKERS BY SEX AND AGE

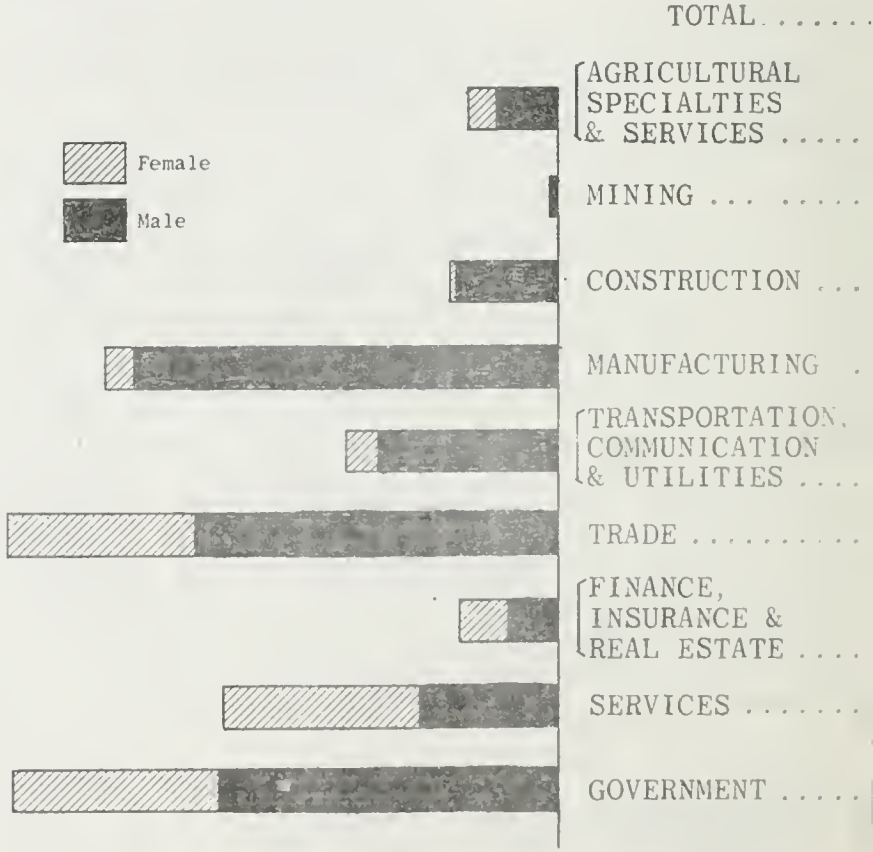
Trade And Government Lead: The City of Missoula is a major trade center serving a large area in Western Montana, and is the hub of numerous government activities. Ideally situated for business, especially with tourists, the County's summer employment in Trade generally exceeds that for Government which declines with the closing of schools for the season. Trade, as an industry, had the greatest number of persons at work during the survey week, April 7 to 13, 1963. Government employment, however, ranked a close second.

Two Males To One Female: For every one-hundred persons with jobs in Trade, sixty-six were males whose average age was about one and one-half years less than females. Government had sixty-two percent males with virtually the same age as females.

Manufacturing Next: Manufacturing, a leading basic industry in Missoula County, ranked a strong third in employment. Wood products form the major segment of this industry and contribute much to the economy of the county. Under Manufacturing, ninety-three percent are males with an average age a little below that of males employed in both Trade and Government.

More Females In Service Industry: Fourth ranked Service, the only industry in which females outnumbered males, had fifty-nine females to forty-one males. Its female workers were slightly younger than males.

Males Predominate In Remainder: Eighty-six percent of workers in the Transportation, Communication and Utilities group are males. In Finance, Insurance and Real Estate, employment is nearly equal by sex, but the masculine gender is most common to Construction, Agricultural Specialties and Services and Mining.



Total Male and Female	MALES						FEMALES					
	Total		Under 22 Years	22-44 Years	45-64 Years	65 Years And Over	Total		Under 22 Years	22-44 Years	45-64 Years	65 Years And Over
		Percent of Total						Percent of Total				
16,100	11,191	100.0	680	6,435	3,851	225	4,909	100.0	708	2,403	1,720	78
590	404	3.6	22	165	211	6	186	3.8	50	93	30	13
50	50	0.4	12	12	22	4	0	0.0	0	0	0	0
730	685	6.1	5	366	295	19	45	0.9	5	11	28	1
3,040	2,842	25.4	238	1,694	881	29	198	4.0	25	103	64	6
1,410	1,218	10.9	21	646	516	35	192	3.9	24	107	50	11
3,690	2,439	21.8	238	1,379	776	46	1,251	25.5	142	584	515	10
660	326	2.9	6	204	97	19	334	6.8	85	187	62	0
2,260	947	8.5	80	505	328	34	1,313	26.8	187	669	438	19
3,670	2,280	20.4	58	1,464	725	33	1,390	28.3	190	649	533	18

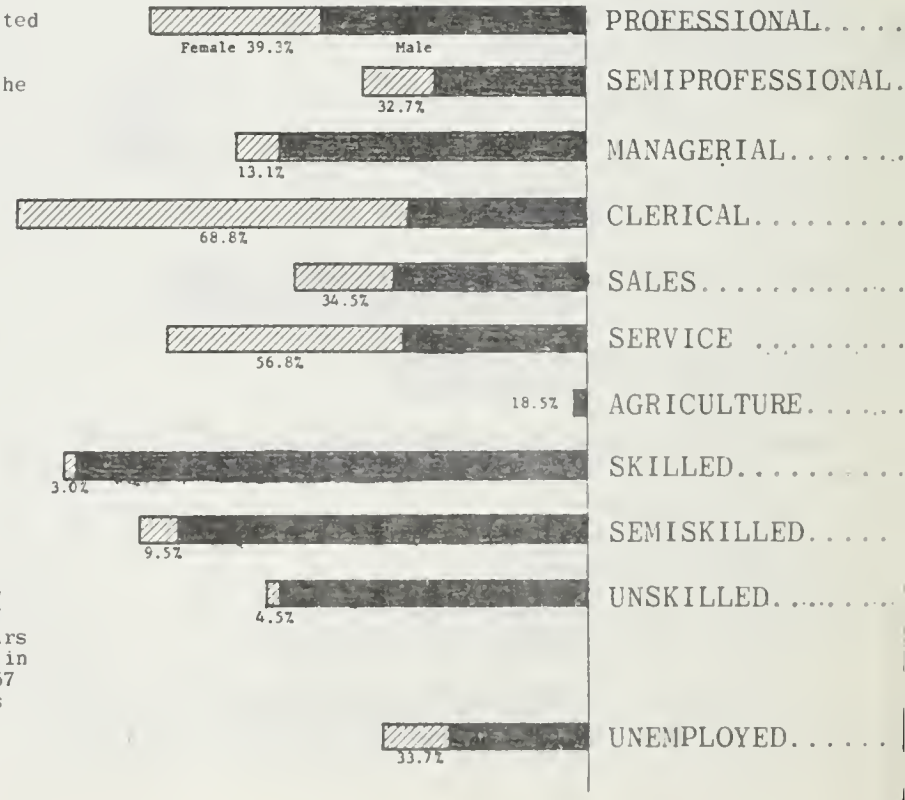
WOMEN IN THE LABOR FORCE

On The Increase: The trend toward more women in Missoula County's labor force follows similar State and National tendencies. Gains in female workers for the County and State during the period 1940 to 1960 are reflected in U. S. Census data. From 1940 to 1950 the proportion of women increased a little more in the County's labor force than for the State as a whole. During the second decade the situation was reversed slightly.

More Jobs Available To Women: Expansion in industry, particularly in Trade and Services, was primarily responsible for the gain of females in the County labor force. Economy and population growth and higher living standards drew additional women to work in Professional, Sales and Service occupations. The percentage of females has steadily increased with more women being employed as School Teachers, Technicians, Salespersons, Clerks, Waitresses and Maids.

Three Females To Seven Males: In April 1963 nearly 31 percent of Missoula County's labor force was comprised of females. At that time they held more than two-thirds of the clerical jobs and out-numbered males 57 to 43 in service type work. They were employed in more than a third of the positions listed under Professional, Semi-professional and Sales occupations.

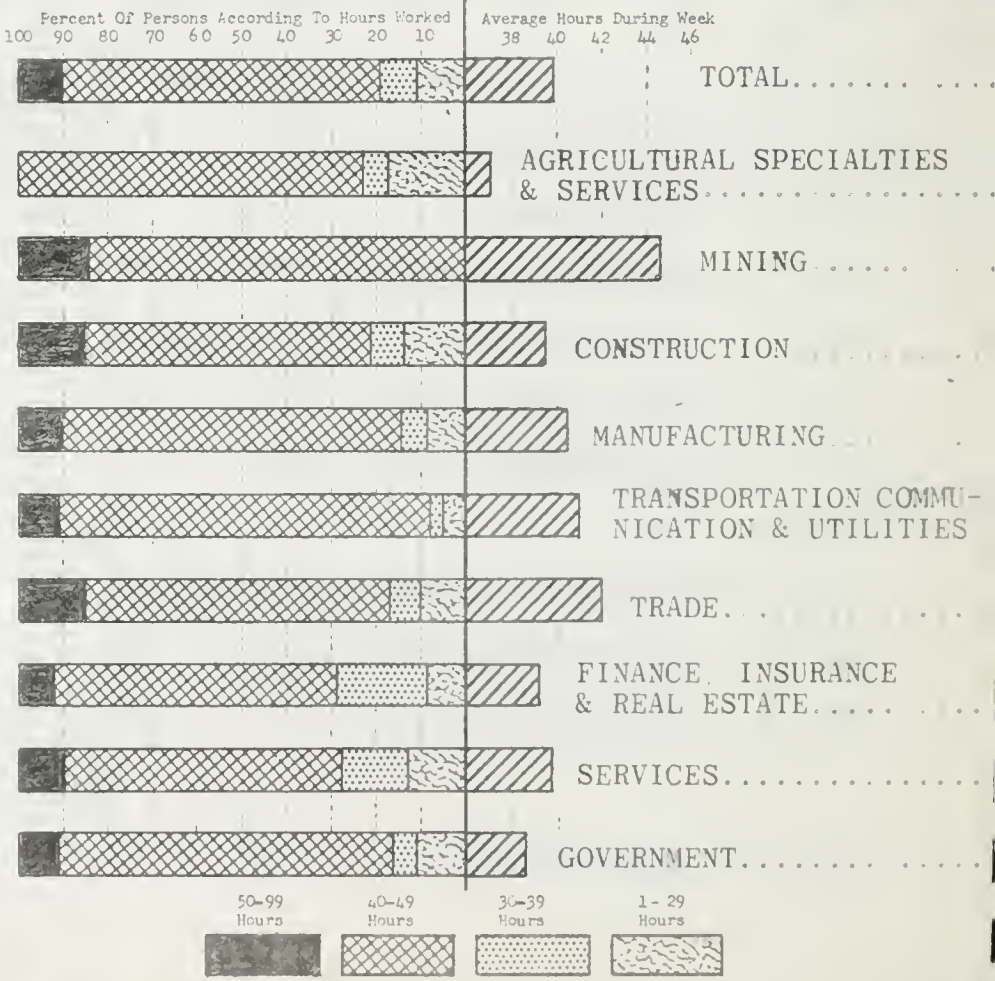
Female Worker Younger: The age of females in Missoula County's labor force is apparently below the age of males. In April 1963, some 16 percent of the total females in the labor force were less than 22 years of age, compared with only 7 percent for males. However, in the 22 to 44 age bracket this situation is reversed with 57 percent for males and 48 percent for females. Percentages are the same for both males and females in each of the older age brackets of 45 - 64 and 65 years and over.



Total Male and Female	MALES					FEMALES				
	Total	Under 22 Years	22-44 Years	45-64 Years	65 Years And Over	Total	Under 22 Years	22-44 Years	45-64 Years	65 Years And Over
17,030	11,796 100%	821 7%	6,735 57%	3,989 34%	251 2%	5,234 100%	831 16%	2,537 48%	1,783 34%	83 2%
1,967	1,194	5	828	342	19	773	25	419	322	7
998	672	65	423	174	10	326	144	110	72	0
1,528	1,328	8	705	568	47	200	7	48	141	4
2,551	795	52	453	274	16	1,756	344	981	414	17
1,324	867	35	594	225	13	457	46	213	191	7
1,883	813	54	339	386	34	1,070	111	448	469	42
65	53	0	27	23	3	12	0	9	3	0
2,339	2,268	62	1,209	948	49	71	5	57	9	0
2,011	1,819	177	1,161	468	13	192	22	108	61	1
1,434	1,370	222	687	440	21	64	4	19	41	0
930	617	141	309	141	26	313	123	125	60	5

WORK PERFORMED DURING SURVEY WEEK

INDUSTRY



Forty-Hour Week Most Common: Over half of the employed workers in Missoula County (58 percent) spent 40 hours at their jobs during the survey week. Nine of every ten on payrolls of the Federal Government and Electric, Gas and Sanitary Services and eight of ten in Banking and Paper & Allied Products industries worked 40 hours.

Deviation General, However: Industries find it necessary to set working hours to fit their needs. Many employees under Medical & Other Health Services and Local Government had work-weeks of 32, 35, and 38 hours. One of five persons at Credit Agencies Other Than Banks reported 33 hours and some on Local Government and Wood Products payrolls only 24 hours. By way of contrast, appreciable numbers in Heavy Construction were at their jobs 50 hours and others with Automotive Dealers, 54 hours.

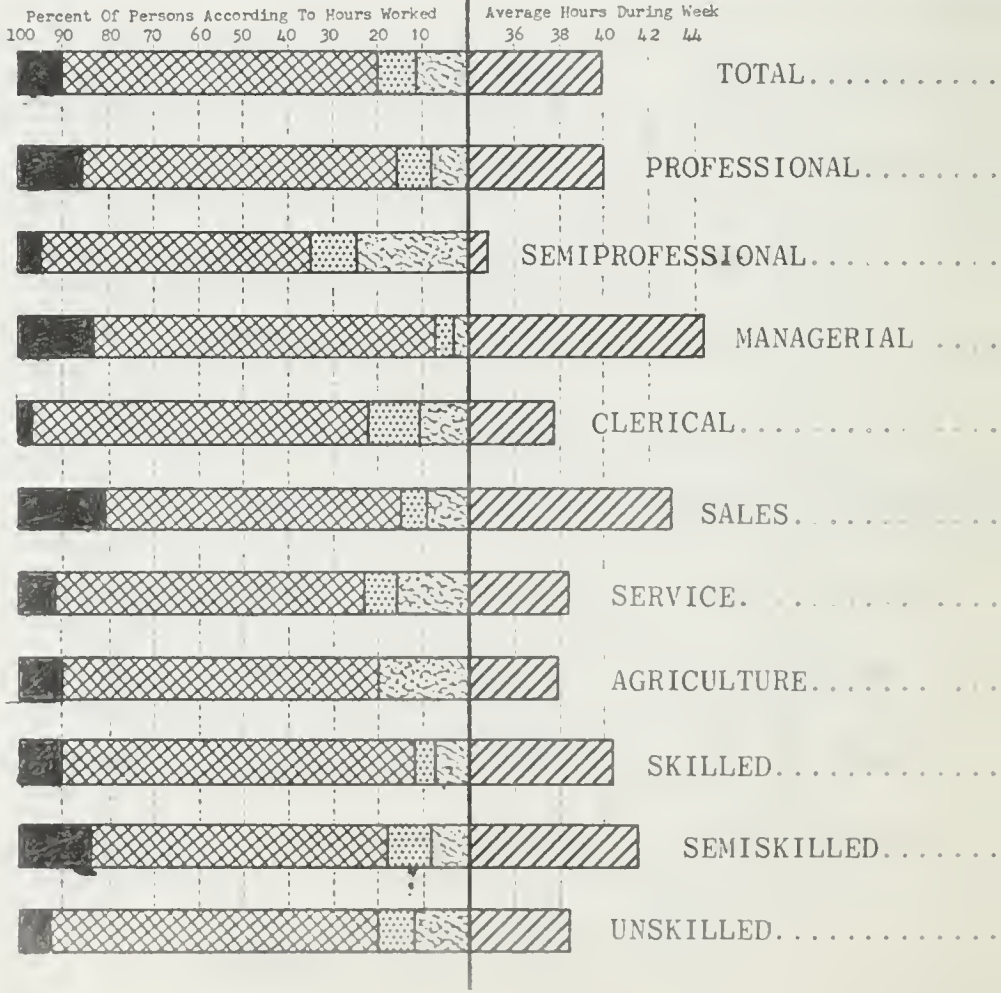
Work-Time Widely Varied: Among the 16,100 survey week employees, eleven worked only 2 hours in contrast to the fourteen who worked 99 hours or more. Many indicated 60 hours or over on the job in Insurance, Motor Freight, Gasoline Service Stations, Hotels & Other Lodging Places, Highway Construction, Wholesale Trade and Personal Services.

Average Week Is Forty-Hours: Principal industrial groups departed little from the 39.9 hour overall average work-week. Government was 1.3 hours below the composite figure while Trade was 2.1 hours above. Automotive Dealers and Motor Freight Transportation activities led the list with a 45-hour average for the week. Building Construction and Real Estate Operators reported less than 35 hours.

NUMBER OF EMPLOYED PERSONS GROUPED ACCORDING TO HOURS WORKED									Average Hours Worked During Week
Total	80 - 99 Hours	60 - 79 Hours	50 - 59 Hours	40 - 49 Hours	30 - 39 Hours	20 - 29 Hours	10 - 19 Hours	1 - 9 Hours	
16,100 100%	176 1%	491 3%	1,019 6%	11,484 71%	1,241 8%	620 4%	816 5%	253 2%	39.9
590	0	0	0	451	35	0	69	35	37.1
50	0	8	0	42	0	0	0	0	44.7
730	18	12	86	466	49	6	74	19	39.5
3,040	48	60	193	2,271	193	85	133	57	40.4
1,410	11	41	74	1,170	48	22	33	11	41.0
3,690	44	162	336	2,520	249	180	162	37	42.0
660	3	31	20	419	131	28	20	8	39.2
2,260	35	91	96	1,391	344	167	101	35	39.8
3,670	17	86	214	2,754	192	132	224	51	38.6

LENGTH OF WORK WEEK

OCCUPATION



Managerial Group Leads: Ninety-three percent of the Managerial personnel worked 40 hours during the survey week - April 7 - 13, 1963; more than any other major occupation and twelve percent above the all-group figure. Only three percent were on their jobs less than 30 hours in contrast to the seventeen percent who worked 50 hours or more. Some hotel and restaurant and retail store managers worked over 69 hours.

Sales Require Long Hours: As runner-up, the Sales category had eighty-five percent working 40 hours plus. Although a tenth of these were at work under 30 hours, one-fifth put in over 49 hours.

Semiprofessionals Least: The average work-week for Semiprofessionals was 5 hours below the overall figure. This group includes "part-time" laboratory technicians and assistants at Montana State University. Nearly one-fourth of these worked under 30 hours and only five percent were employed above 49 hours.

Service Work-Week Short: Most cooks, waitresses, waiters, and kitchen workers in hotels and restaurants were employed less than 40 hours. One in five of these Personal Service classes were at their jobs under 20 hours. However, several other Service employees put in over 60 hours.

WORKERS GROUPED ACCORDING TO HOURS ON JOB									Average Hours Worked During Week
Total	80 - 99 Hours	60 - 79 Hours	50 - 59 Hours	40 - 49 Hours	30 - 39 Hours	20 - 29 Hours	10 - 19 Hours	1 - 9 Hours	
16,100	176	491	1,019	11,484	1,241	620	816	253	39.9
1,967	11	73	193	1,368	159	43	99	21	40.1
998	6	17	31	606	99	63	158	18	34.9
1,528	27	113	129	1,159	59	18	19	4	44.5
2,551	14	16	36	1,903	290	136	114	42	37.8
1,324	20	78	148	880	76	76	46	0	43.0
1,883	14	56	72	1,299	133	138	99	72	38.4
65	6	0	0	46	0	0	7	6	37.9
2,339	24	48	132	1,848	117	43	99	28	40.4
2,011	31	62	224	1,334	198	52	77	33	41.5
1,434	23	28	54	1,041	110	51	98	29	38.6

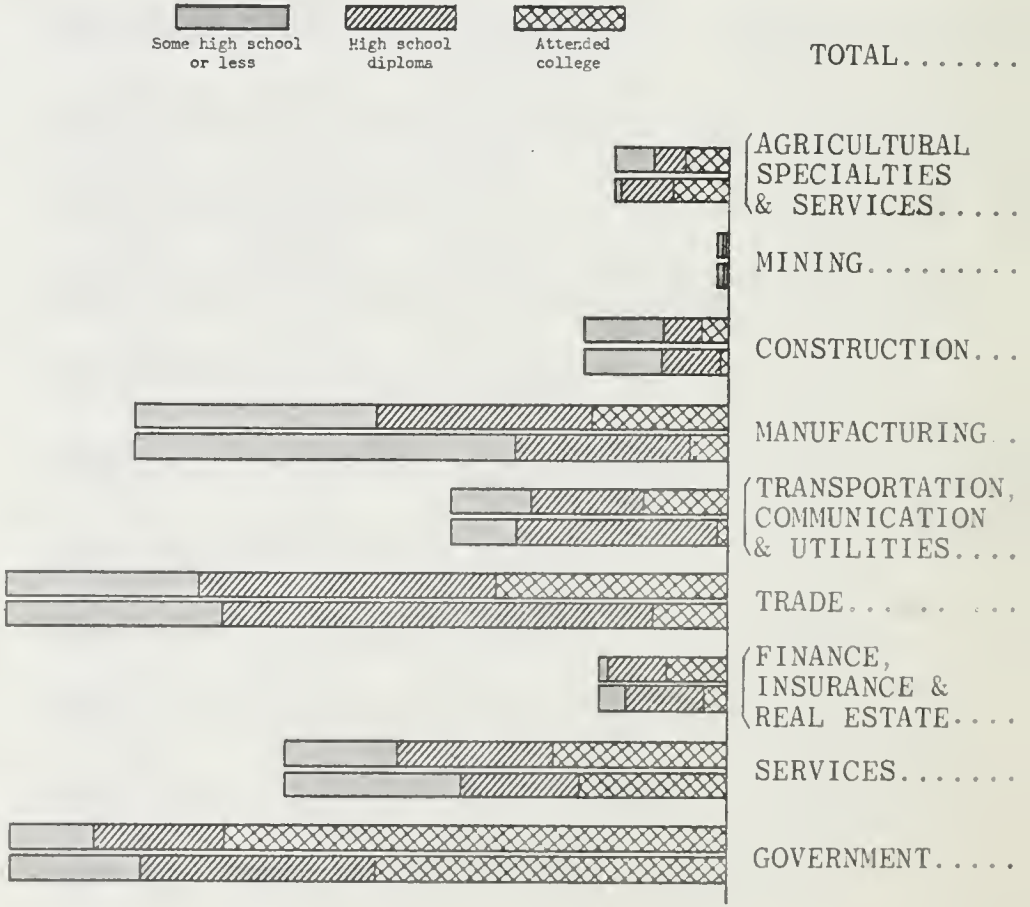
EDUCATION OF EMPLOYED PERSONS

INDUSTRY

Acquired vs Required: Years of school attendance as reported by persons in the labor force, exceed that required by employers in all industries except Agricultural Specialties and Services. Charts and Tables here and on the following three pages indicate this both graphically and numerically for the major industrial and occupational groups.

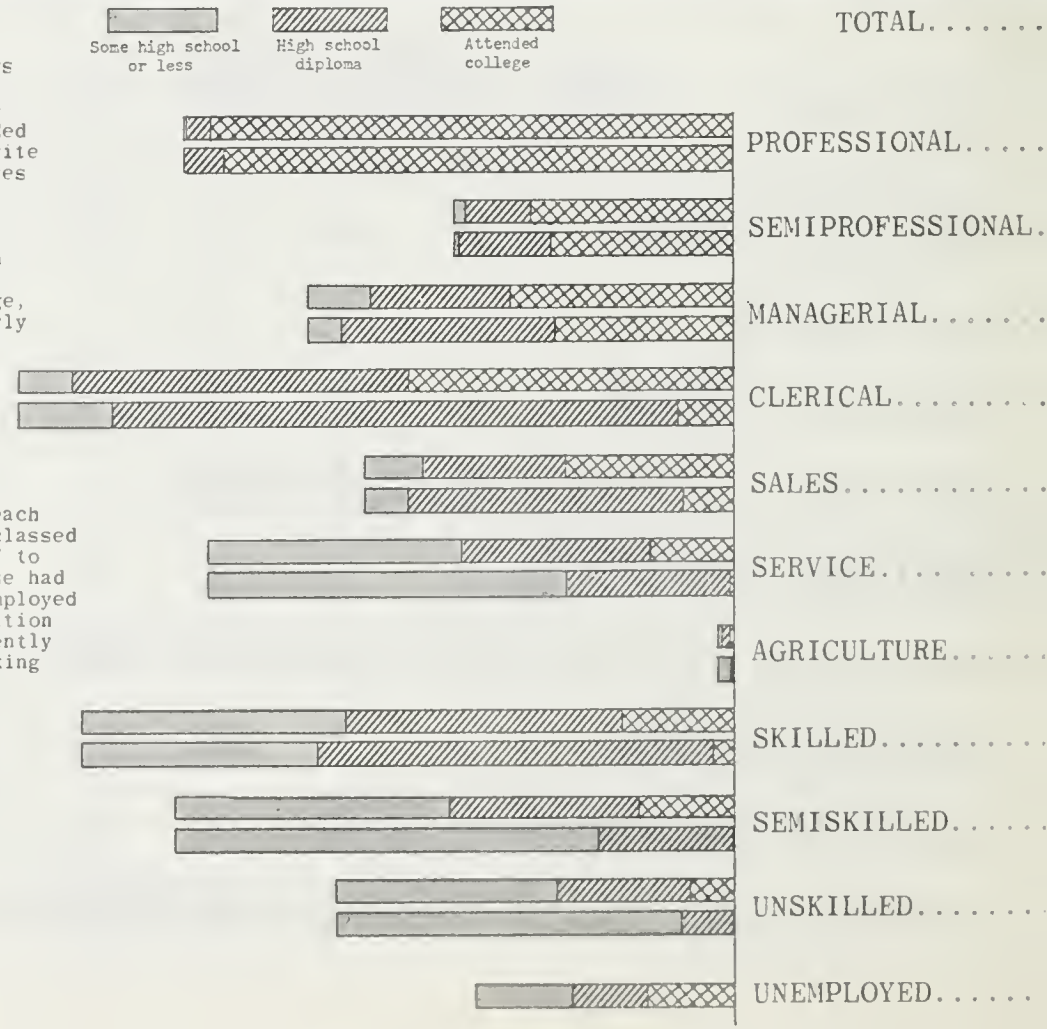
Three-Way Comparison: Appraisal of educational levels within the "acquired" and "required" categories may be made from the bar chart patterns. Relative numerical size of one group to another is pointed up by the comparative lengths of the double bars. Shading of the bars illustrate three commonly known levels of education - Some high school or less (high school dropouts); High school diploma (high school graduates); Some college which includes one or more quarters or semesters of regular college or business and nursing schools.

Highly Educated In Government: To meet high Professional requirements, the educational level for Government far exceeds that of other industries. One of every two persons employed in Government has a college degree, and nine of ten have at least completed high school. Government figures include Montana State University and Regional Forest Service activities together with primary and secondary schools and numerous other federal, state and local government units.



	Total	Employed Persons With Acquired And Required Levels Of Education					Levels Of Education Parents		
		Eighth Grade or Less	Some High School	High School Diploma	Some College	College Degree	Eighth Grade and Some High School	Completed High School	Some College and College Degree
		Number Of Persons					Percent		
Acquired by Workers	16,100	2,113	2,230	5,311	3,373	3,073	27.0	33.0	40.0
Required by Employers	16,100	2,344	3,249	6,869	1,622	2,016	34.7	42.7	22.6
Acquired by Workers	590	114	98	155	122	101	35.9	26.3	37.8
Required by Employers	590	20	19	263	151	137	6.6	44.6	48.8
Acquired by Workers	50	5	17	10	17	1	44.0	20.0	36.0
Required by Employers	50	15	10	15	5	5	50.0	30.0	20.0
Acquired by Workers	730	208	195	197	91	39	55.2	27.0	17.8
Required by Employers	730	268	125	293	18	26	53.8	40.2	6.0
Acquired by Workers	3,040	611	634	1,103	472	220	41.0	36.9	22.1
Required by Employers	3,040	881	1,071	900	93	95	64.2	29.6	6.2
Acquired by Workers	1,410	208	199	566	314	123	28.9	40.1	31.0
Required by Employers	1,410	232	110	1,015	22	31	24.3	71.9	3.8
Acquired by Workers	3,690	380	608	1,518	866	318	26.8	41.1	32.1
Required by Employers	3,690	336	779	2,191	278	106	30.2	59.4	10.4
Acquired by Workers	660	33	22	294	187	124	8.3	44.6	47.1
Required by Employers	660	33	114	393	74	46	22.3	59.5	18.2
Acquired by Workers	2,260	302	264	809	536	349	25.0	35.8	39.2
Required by Employers	2,260	266	639	600	331	424	40.0	26.6	33.4
Acquired by Workers	3,670	252	193	659	768	1,798	12.1	18.0	69.9
Required by Employers	3,670	293	382	1,199	650	1,146	18.4	32.7	48.9

LABOR FORCE EDUCATION PROFILE



Exceeds Requirements: Missoula County workers have more education than is required by employers. In each occupational group the proportion that has attended college is larger than necessary. The composite overall average school attendance of both sexes for all occupations is one year of college which is a rather high educational level.

Many Above High School: Four out of every ten persons employed in Missoula County in April 1963 attended college, including business and nursing schools. Nearly half of these people could have met the job entry requirements of their employers with less education. Almost three-fourths of all the workers had completed high school, whereas employers stipulated that only two-thirds of their jobs necessitated a high school education.

Unemployed Are Well Educated: About one of each five persons classed as unemployed during the survey week, April 7 to 13, 1963, had attended college. Some of these had college degrees. Nearly one-half of the unemployed group had completed high school. The implication is that some people out of work may have recently left schools of higher learning and were seeking employment.

Females Hold A Slight Edge: The overall average school attendance for females is 13.1 years compared to 12.8 years for males. In the Skilled, Semiskilled, Unskilled and Unemployed groups, females significantly exceeded males in the number of years' schooling. The situation is reversed for Professional workers where the average education for males is 17.2 years and is 16.0 years for females.

	Persons In Labor Force With Acquired and Required Levels of Education						Levels of Education Percents of Total		
	Total	Eighth Grade or Less	Some High School	High School Diploma	Some College	College Degree	Eighth Grade and Some High School	Completed High School	Some College and College Degree
Acquired by Workers	16,100	2,113	2,230	5,311	3,373	3,073	27.0	33.0	40.0
Required by Employers	16,100	2,344	3,249	6,869	1,622	2,016	34.7	42.7	22.6
Acquired by Workers	1,967	9	10	84	229	1,635	0.9	4.3	94.8
Required by Employers	1,967	0	0	110	307	1,550	0.0	5.6	94.4
Acquired by Workers	998	21	21	230	455	271	4.2	23.0	72.8
Required by Employers	998	4	17	323	559	95	2.1	32.4	65.5
Acquired by Workers	1,528	95	133	504	395	401	14.9	33.0	52.1
Required by Employers	1,528	11	119	759	367	272	8.5	49.7	41.8
Acquired by Workers	2,551	30	154	1,198	881	288	7.2	47.0	45.8
Required by Employers	2,551	20	316	2,024	153	38	13.2	79.3	7.5
Acquired by Workers	1,324	62	153	465	365	279	16.3	35.1	48.6
Required by Employers	1,324	25	130	993	140	36	11.7	75.0	13.3
Acquired by Workers	1,883	504	404	669	264	42	48.2	35.5	16.3
Required by Employers	1,883	507	781	580	13	2	68.4	30.8	0.8
Acquired by Workers	65	16	3	25	14	7	29.2	38.5	32.3
Required by Employers	65	51	5	2	5	2	86.1	3.1	10.8
Acquired by Workers	2,339	456	493	983	309	98	40.6	42.0	17.4
Required by Employers	2,339	322	524	1,410	68	15	36.2	60.3	3.5
Acquired by Workers	2,011	466	521	679	310	35	49.1	33.8	17.1
Required by Employers	2,011	563	957	479	10	2	75.6	23.8	0.6
Acquired by Workers	1,434	454	338	474	151	17	55.2	33.1	11.7
Required by Employers	1,434	841	400	189	0	4	86.5	13.2	0.3
Acquired by Workers	930	219	255	281	130	45	51.0	30.2	18.8

TRAINING REQUIRED BY EMPLOYERS

Similar Job Experience Counts: Most industries in Missoula County require that 40 to 60 percent of their employees have past job history similar to their work. The Construction industry is an exception in stipulating that only 30 percent have such past experience. This rather narrow range contrasts occupational groups, which varies greatly.

A wide range exists for industry employers requiring no training for entry on certain jobs. Almost half of the jobs in Agricultural Specialties & Services, Mining and Transportation, Communication & Utilities require no prior training. Construction employers depart most from the other groups in allowing only one-eighth of their people to have no training.

Construction Desires Most Apprentices: Over half of the jobs in Construction require apprenticeships. Carpenters, general woodworkers and plumbers account for half the total within this category. For other industries, the need is considerably less. Lumber graders and printing typesetters rank highest for Manufacturing's needs, while auto mechanics and repairmen top the list for Trade.

Services, Government For School Training: Services lead all others in the ratio of workers required to have Trade, Vocational or Business School background. One-fourth of the workers in Services are required to have this type of training. Government follows with a count of one-in-ten needing such school work, while for other industries the rate is smaller.

INDUSTRY	Total	None	Apprenticeship	Trade Vocational, Or Business School	Experience On Similar Job
TOTAL	16,100	4,357	1,633	1,465	8,645
Agricultural Specialties & Services	590	285	0	0	305
Mining	50	24	0	0	26
Construction	730	88	404	20	218
Manufacturing	3,040	838	274	122	1,806
Transportation, Communications, & Utilities	1,410	619	88	70	633
Trade	3,690	910	489	207	2,084
Finance, Insurance & Real Estate	660	171	25	62	402
Services	2,260	384	338	579	959
Government	3,670	1,038	15	405	2,212

TRAINING REQUIRED BY EMPLOYERS - Continued

Past Experience Highly Rated: Employers in Missoula County generally place a high regard for experienced personnel in their qualifications for filling most occupations. Over one-half of all jobs in the county require previous experience at similar work. It exceeds 70 percent for Professional, Managerial and the Semiskilled.

Many Jobs Require No Training: Slightly over one-fourth of all jobs can be filled by persons who have not had specific training or work experience. Groups in which about one-half of all positions have no such employment restrictions are found within Semiprofessional, Service and Unskilled. The unusually high ratio for Semiprofessional workers is attributed to the large number of laboratory workers employed by the Montana State University. These persons are required to have some college education, however.

Apprenticeships, Special Training: Most of the apprenticable occupations are within the crafts and service fields. Three of every ten Skilled workers must serve an apprenticeship. This group has the highest ratio. Survey results indicate that employers obtain only half as many apprentices as they desire. At least one-third more workers are trained in Trade, Vocational or Business Schools than employers seek. Numerous professions have vocational training offered by correspondence and are not reflected in this comparison. The Professional group has the highest ratio for employer requirements of this type, which is usually satisfied by attendance at a Business School. About 25 percent of these positions are obtainable with such a background.

OCCUPATION	Total	None	Apprenticeship	Trade Vocational, Or Business School	Experience On Similar Job
TOTAL	16,100	4,357	1,633	1,465	8,645
Professional	1,967	20	11	500	1,436
Semiprofessional	998	530	18	74	376
Managerial	1,528	101	177	153	1,097
Clerical	2,551	607	161	372	1,411
Sales	1,324	518	111	60	635
Service	1,883	1,015	154	74	640
Agriculture	65	2	40	5	18
Skilled	2,339	414	695	194	1,036
Semiskilled	2,011	384	187	32	1,408
Unskilled	1,434	766	79	1	588

WORK EXPERIENCE DURING 1962

INDUSTRY

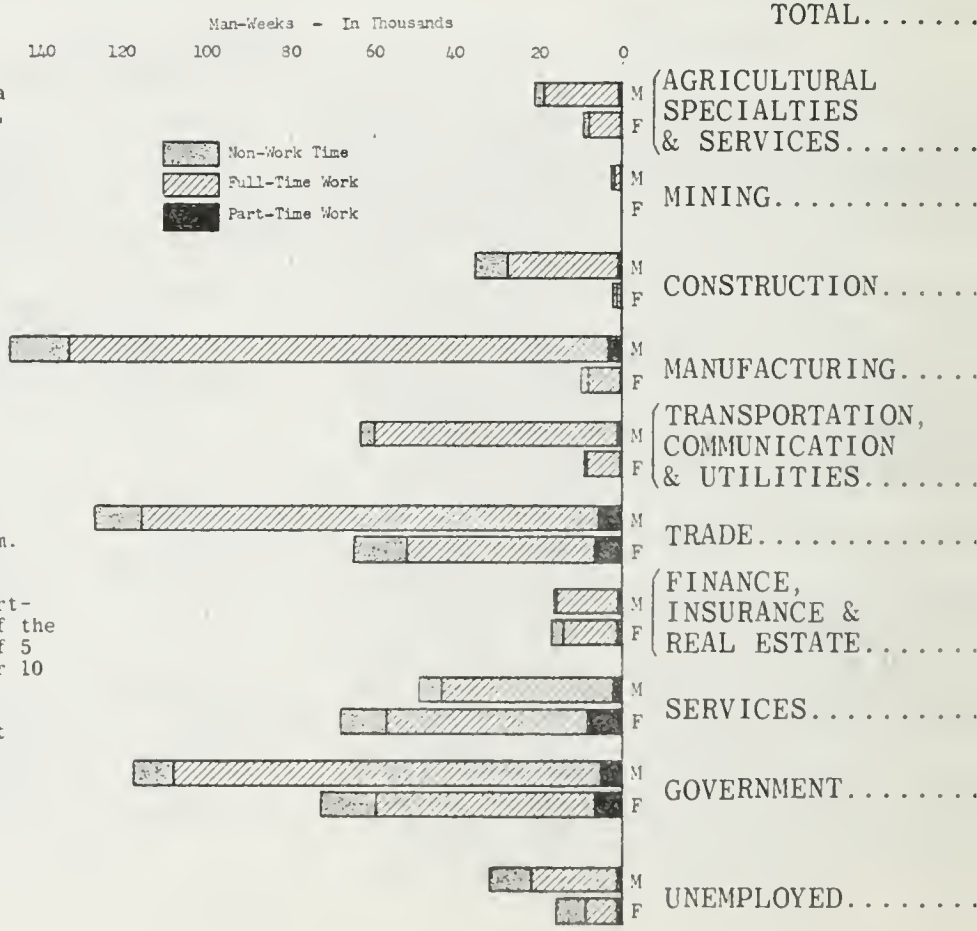
Male Employment Nearly Complete: On a man-week basis, Missoula County male workers, surveyed April 7 - 13, 1963, were at their jobs 91 percent of the employable weeks during calendar year 1962. Allowing a two week vacation for persons indicating complete employment, the percentage of time actually worked by all males in the labor force would have been 93 percent. Employment of females was 10 percent less than the figure for males.

Fifty-Two Weeks For Most: For males, over two-thirds indicated solid employment of 52 weeks during the year, while slightly over one-half of the females were in this category. On the premise that 48 weeks or more constitutes maximum employment, the work time of males and females in the labor force would amount to 92 percent for the year 1962. Without such premise and accepting all reports of 52 weeks of work for the computation, the composite work time for males and females would have been 88 percent of maximum.

Part-Time Jobs Help: During 1962 about 1 of 10 males was employed on a part-time basis, which accounted for some 4 percent of the total man-weeks of work. A little more than 1 of 5 females were employed part-time and accounted for 10 percent of the total "women" - weeks of work.

Males Worked More Than Females: Total employment during 1962 was significantly greater for male workers than for female workers. In each industry the employment percentage for males appreciably exceeded that for the fair sex.

Employment In 1962 - By Sex



	Labor Force Total April 1963	Employment In 1962 Percent *	PERSONS EMPLOYED FULL-TIME					PERSONS EMPLOYED PART-TIME				
			50-52 Weeks	40-49 Weeks	20-39 Weeks	1 - 19 Weeks	None	50-52 Weeks	40-49 Weeks	20-39 Weeks	1 - 19 Weeks	None
Male	11,796	90.7	8,336	1,236	1,227	701	296	64	66	340	774	10,552
Female	5,234	80.9	2,856	366	745	561	706	149	114	332	507	4,132
Male	404	91.7	276	22	106	0	0	0	0	21	21	362
Female	186	84.0	126	5	28	27	0	0	0	6	6	174
Male	50	82.0	30	5	10	0	5	0	0	0	5	45
Female	0	0	0	0	0	0	0	0	0	0	0	0
Male	685	79.1	215	196	215	41	18	0	0	8	118	559
Female	45	64.7	12	11	16	1	5	0	0	0	9	36
Male	2,842	91.4	1,996	438	238	121	49	3	7	43	173	2,616
Female	198	83.5	123	10	11	26	28	13	6	2	18	159
Male	1,218	96.4	1,058	64	51	31	14	3	11	11	39	1,154
Female	192	89.4	137	7	33	7	8	2	0	5	18	167
Male	2,439	92.5	1,837	201	178	177	46	14	18	96	132	2,179
Female	1,251	80.4	640	102	227	85	197	41	23	83	126	978
Male	326	97.0	279	6	12	15	14	14	0	15	0	297
Female	334	83.6	197	22	42	41	32	16	5	8	35	270
Male	947	90.2	698	65	61	66	57	12	12	32	70	821
Female	1,313	83.6	716	122	149	151	175	59	41	88	98	1,027
Male	2,268	93.3	1,818	91	140	152	67	16	18	92	128	2,014
Female	1,402	82.8	881	54	118	174	175	18	32	110	117	1,125
Male	617	69.9	129	148	216	98	26	2	0	22	88	505
Female	313	54.4	24	33	121	49	86	0	7	30	80	196

* Weighted aggregate man-weeks of full-time and part-time work as a percent of maximum of 52 weeks per person in labor force.

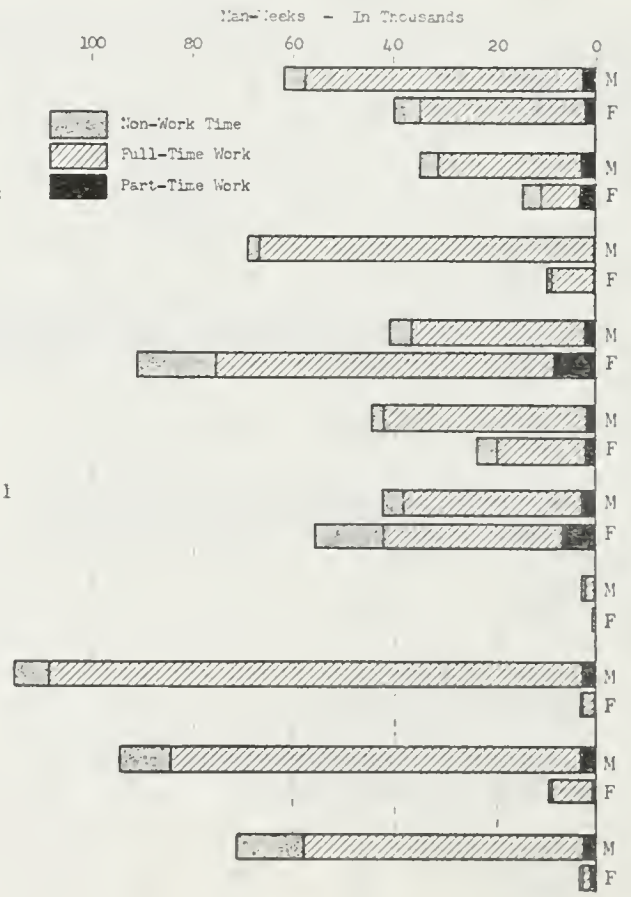
Managerial Employment Leads: The largest employment during 1962 of Missoula County workers surveyed April 7 - 13, 1963, was under the Managerial occupation group. On a man-week basis, this group worked 97 percent of the total employable time, exceeding the Professional workers by 5 percent. Employment of male "managers" was longer than the male "professionals" whereas the proportion of the females was virtually the same for the two groups. The Skilled group had the largest number of male employees and also rated high in percent of maximum employment.

Management Jobs Are Steady: Over nine-tenths of the males and three-fourths of the females under the Managerial bracket reported 52 weeks of uninterrupted work. This is well above Professional, the runner-up group, with 81 percent for males and 76 percent for the fair sex. Full employment for 81 percent of the male workers was also listed for the Sales occupation.

Service & Unskilled Work Intermittent: Among the occupational groups, Service and Unskilled workers spent a relatively small proportion of employable time at work. The 83 and 82 percent work-time for these categories exceeded only two other small groups. Agriculture had 75 percent and those listed as Unemployed (during the survey week) had 65 percent.

Domestic & Personal Service Variable: Many females with domestic and personal service occupations including private family housekeepers, cooks and maids, waitresses and attendants, are employed irregularly. In 1962, only 37 percent of the female Service workers were employed the full 52 weeks. However, on an aggregate work-week basis, they were at jobs better than three-fourths of the total employable time.

Employment In 1962 - By Sex



	Total Persons Employed April 1963	Employment In 1962 Percent *	PERSONS EMPLOYED FULL-TIME					PERSONS EMPLOYED PART-TIME				
			50-52 Weeks	40-49 Weeks	20-39 Weeks	1 - 19 Weeks	None	50-52 Weeks	40-49 Weeks	20-39 Weeks	1 - 19 Weeks	None
Male	11,179	91.9	8,207	1,088	1,011	603	270	62	66	318	686	10,047
Female	4,921	82.7	2,832	333	624	512	620	149	107	302	427	3,936
Male	1,194	94.5	981	49	66	67	31	6	6	56	60	1,066
Female	773	88.4	566	31	48	80	48	6	12	40	42	673
Male	672	92.3	491	16	75	65	25	9	23	38	46	556
Female	326	77.0	158	11	20	55	82	11	23	33	61	198
Male	1,328	98.4	1,255	24	38	11	0	0	0	9	16	1,303
Female	200	88.3	152	6	13	12	17	4	0	9	2	185
Male	795	91.6	647	13	26	47	62	7	9	42	37	700
Female	1,756	83.6	1,023	122	247	194	170	60	28	87	139	1,442
Male	867	95.6	703	49	59	37	19	8	8	41	22	788
Female	457	84.1	277	22	73	25	60	11	10	23	45	368
Male	813	92.2	596	56	66	59	36	26	7	22	62	696
Female	1,070	76.0	464	114	168	108	216	46	25	81	111	807
Male	53	79.0	31	0	12	10	0	0	1	2	0	50
Female	12	59.3	0	0	2	4	6	0	2	5	3	2
Male	2,268	93.2	1,726	249	200	53	40	3	3	31	130	2,101
Female	71	81.1	45	3	16	2	5	0	0	0	3	68
Male	1,819	89.8	1,085	376	248	93	24	3	5	52	141	1,618
Female	192	90.5	125	21	28	10	8	0	0	17	18	157
Male	1,370	81.8	692	256	221	161	33	0	4	25	172	1,169
Female	64	86.5	22	3	9	22	8	11	7	7	3	36

* Weighted aggregate man-weeks of full-time and part-time work as a percent of maximum of 52 weeks per person in labor force.

UNEMPLOYMENT FEATURES - 1962

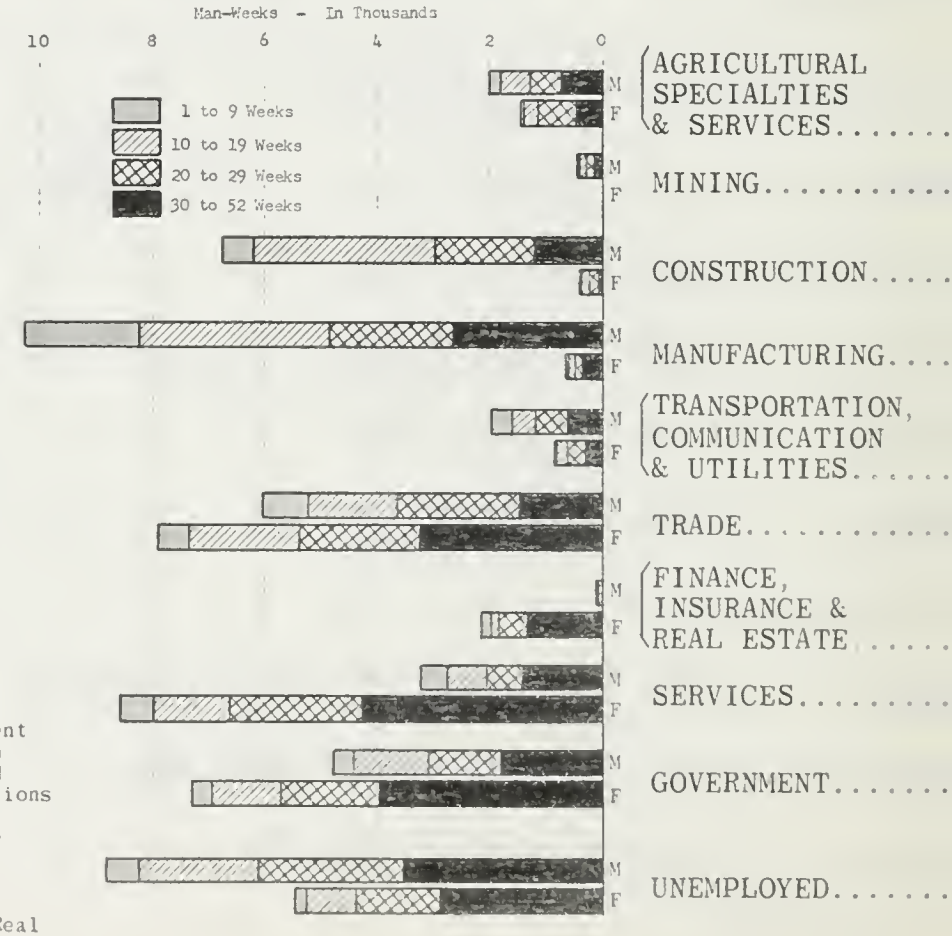
INDUSTRY

Non-Work Time vs Unemployment: The difference between weeks worked and total workable time slightly exceeded Unemployment for the Missoula County labor force in 1962. A two percent difference in these figures for males allows for a one-week "vacation". A six percent remainder for females is the equivalent of three-weeks leave. Other factors are involved in reconciling non-work time with unemployment. This is especially so for women, many of whom frequently enter and leave the labor force.

Off-Job Time Greatest In Trade: First in number of workers, the Trade industry also led in the volume of unemployment during 1962. It carried 14,000 man-weeks of off-job time compared with 12,100 for Government, the runner-up industry, which had about the same number on payrolls. Services followed with 11,900 man-weeks. Except for Mining, which had very few workers, Finance, Insurance & Real Estate had the smallest number of off-job man-weeks.

Manufacturing Highest With Males: During 1962 the Manufacturing industry had 10,300 of its 11,000 man-weeks of unemployment attributed to the male sex. This is followed by male unemployment of 8,900 man-weeks for the survey week's Unemployed and 6,800 man-weeks for Construction.

Unemployment Varies Widely: The highest unemployment rate for both sexes in 1962 was reported by the group listed as Unemployed in April, 1963. Seasonality and mobility of operations with growth and stability characteristics of an industry have much bearing on the percentage of unemployment during the year. Such factors were largely responsible for a wide range in the 1962 unemployment. For two contrasting industries it was 0.8 percent for males in Finance, Insurance & Real Estate and 19.1 percent for males in Construction.



	Labor Force Total April 1963	PERSONS UNEMPLOYED IN 1962						PERCENT UNEMPLOYED IN 1962				
		Zero Weeks	1 - 9 Weeks	10-19 Weeks	20-29 Weeks	30-39 Weeks	40-52 Weeks	Composite For Year*	Zero Weeks	1 - 9 Weeks	10-19 Weeks	30-52 Weeks
Male	11,796	8,947	1,157	853	496	190	153	7.3	75.9	9.8	11.4	2.9
Female	5,234	3,584	422	404	367	311	146	12.9	68.5	8.1	14.7	8.7
Male	404	297	43	0	43	21	0	9.6	73.5	10.6	10.6	5.3
Female	186	131	11	0	11	33	0	15.4	70.4	5.9	5.9	17.8
Male	50	25	5	10	5	5	0	18.3	50.0	10.0	30.0	10.0
Female	0	0	0	0	0	0	0	.0	.0	.0	.0	.0
Male	685	233	145	207	70	15	15	19.1	34.0	21.2	40.4	4.4
Female	45	20	5	12	6	0	2	19.1	44.5	11.1	40.0	4.4
Male	2,842	2,041	428	219	88	35	31	7.0	71.8	15.1	10.8	2.3
Female	198	161	13	8	6	10	0	6.7	81.3	6.6	7.1	5.0
Male	1,218	1,074	76	28	23	11	6	3.2	88.2	6.2	4.2	1.4
Female	192	151	6	15	12	3	5	8.9	78.6	3.1	14.1	4.2
Male	2,439	2,043	168	105	87	16	20	4.8	83.8	6.9	7.8	1.5
Female	1,251	843	108	129	88	53	30	12.2	67.4	8.6	17.4	6.6
Male	326	311	9	6	0	0	0	0.8	95.4	2.8	1.8	.0
Female	334	235	35	10	19	23	12	12.5	70.3	10.5	8.7	10.5
Male	947	750	90	49	25	8	25	6.6	79.2	9.5	7.8	3.5
Female	1,313	893	123	89	95	85	28	12.6	68.0	9.4	14.0	8.6
Male	2,268	2,007	75	88	52	30	16	4.1	88.5	3.3	6.2	2.0
Female	1,402	1,073	75	82	69	69	34	10.0	76.5	5.4	10.8	7.3
Male	617	166	118	141	103	49	40	27.8	26.9	19.1	39.6	14.4
Female	313	77	46	59	61	35	35	33.7	24.6	14.7	38.3	22.4

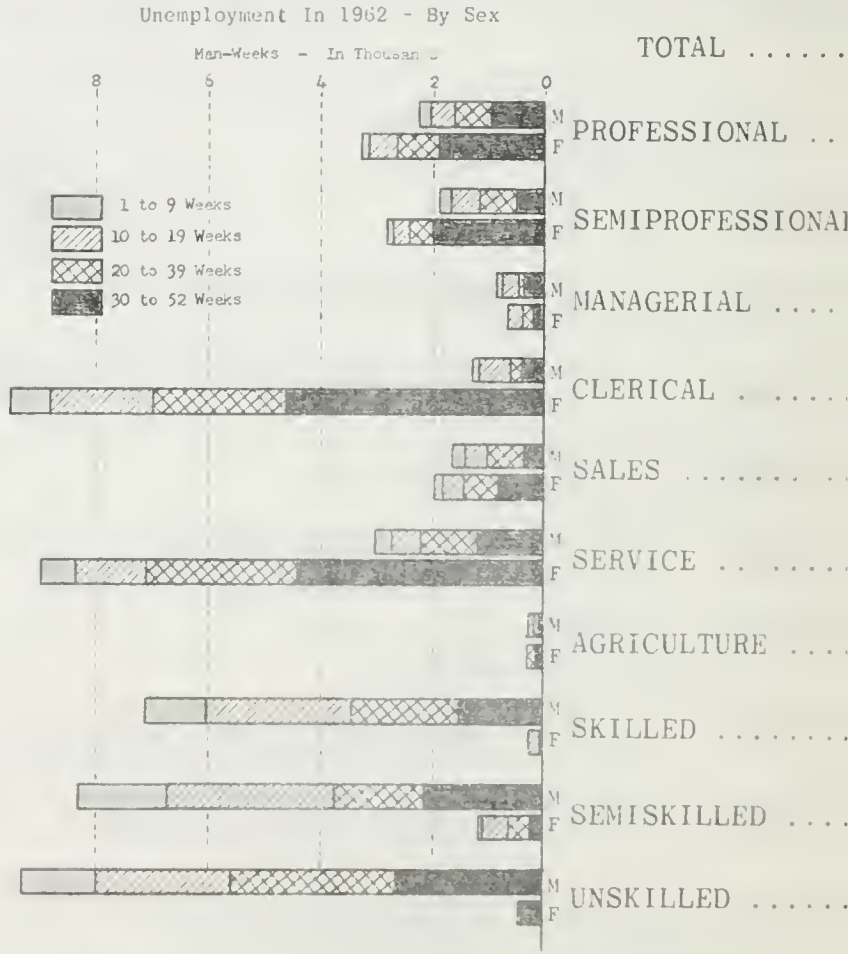
* Weighted man-weeks of unemployment as a percent of maximum employment during the year.

Close Complement Of Employment: Persons in the Missoula County labor force as of April 7 - 13, 1963 reported their number of weeks of full-time and part-time employment and weeks of unemployment during the calendar year 1962. If the labor force had consisted of the same people for both periods, and if complete accounting of all 52 weeks in 1962 had been reported, the total of the employment and unemployment percentages would be 100. Thus, the computed unemployment percentage would be a true complement of the employment percentage.

For most occupational groups the survey sum for males approaches 100. The Managerial total is 99.7; the sum exceeds 99 for Sales, Service and Skilled; 98 for Professional and Semiskilled and 97 for Semiprofessional. Clerical and Unskilled groups each have 95. Sums of employment and unemployment percentages for females are generally lower because of the tendency for some women to fluctuate in and out of the labor force.

Managerial Group Lowest: Unemployment during 1962 was only 2 percent for the Managerial group as compared with 8 percent for all persons listed among the employed in April 1963. It amounted to 1,560 man-weeks for the 1,528 persons in this occupational category. Sales came in as second lowest with 5.2 percent and 3,600 man-weeks, and Professional as third with 5.4 percent and 5,500 man-weeks.

Service & Unskilled Highest: In terms of total man-weeks, The Service occupation topped all others in 1962 unemployment. However, it's 11,900 figure was only slightly above the 10,800 for Clerical. A 12.2 percent unemployment for the Service category was exceeded by the 13.2 percent for Unskilled workers. The latter accounted for 9,800 man-weeks of non-work time.



	Total Persons Employed April 1963	PERSONS UNEMPLOYED IN 1962						PERCENT UNEMPLOYED IN 1962				
		Zero Weeks	1 - 9 Weeks	10-19 Weeks	20-29 Weeks	30-39 Weeks	40-52 Weeks	Composite For Year *	Zero Weeks	1 - 9 Weeks	10-29 Weeks	30-52 Weeks
Male	11,179	8,781	1,039	712	393	141	113	6.2	75.9	9.8	11.4	2.9
Female	4,921	3,507	376	345	306	276	111	11.5	68.5	8.1	14.7	8.7
Male	1,194	1,074	42	27	27	15	9	3.8	90.0	3.5	4.5	2.0
Female	773	627	33	32	31	39	11	8.2	81.1	4.3	8.1	6.5
Male	672	556	42	34	26	14	0	5.3	82.7	6.3	8.9	2.1
Female	326	221	21	19	18	19	28	16.6	67.8	6.5	11.3	14.4
Male	1,328	1,271	25	20	4	0	8	1.3	95.7	1.9	1.8	0.6
Female	200	170	0	17	7	4	2	6.4	85.0	.0	12.0	3.0
Male	795	714	28	33	9	8	3	3.1	89.8	3.5	5.3	1.4
Female	1,756	1,273	147	121	93	89	33	10.4	72.5	8.3	12.2	7.0
Male	867	765	41	26	27	0	8	3.6	88.2	4.8	6.1	0.9
Female	457	355	29	25	25	21	2	8.3	77.7	6.4	10.9	5.0
Male	813	657	54	33	40	12	17	7.1	80.8	6.6	9.0	3.6
Female	1,070	639	125	84	108	80	34	16.1	59.7	11.7	17.9	10.7
Male	53	41	0	6	3	3	0	9.8	77.3	.0	17.0	5.7
Female	12	0	0	2	5	5	0	52.9	.0	.0	58.3	41.7
Male	2,268	1,766	219	172	76	9	26	6.0	77.9	9.7	10.9	1.5
Female	71	54	0	14	2	1	0	8.0	76.1	0	22.5	1.4
Male	1,819	1,180	318	201	64	43	13	8.8	64.9	17.5	14.5	3.1
Female	192	118	21	31	15	7	0	11.9	61.5	10.9	24.0	3.6
Male	1,370	757	270	160	117	37	29	13.1	55.3	19.7	20.2	4.8
Female	64	50	0	0	2	11	1	14.5	78.1	.0	3.1	18.8

* Weighted man-weeks of unemployment as a percent of maximum employment during the year.

A DECADE OF EMPLOYMENT

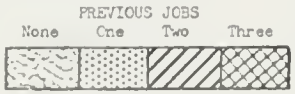
Persons So Grouped:
OCCUPATION

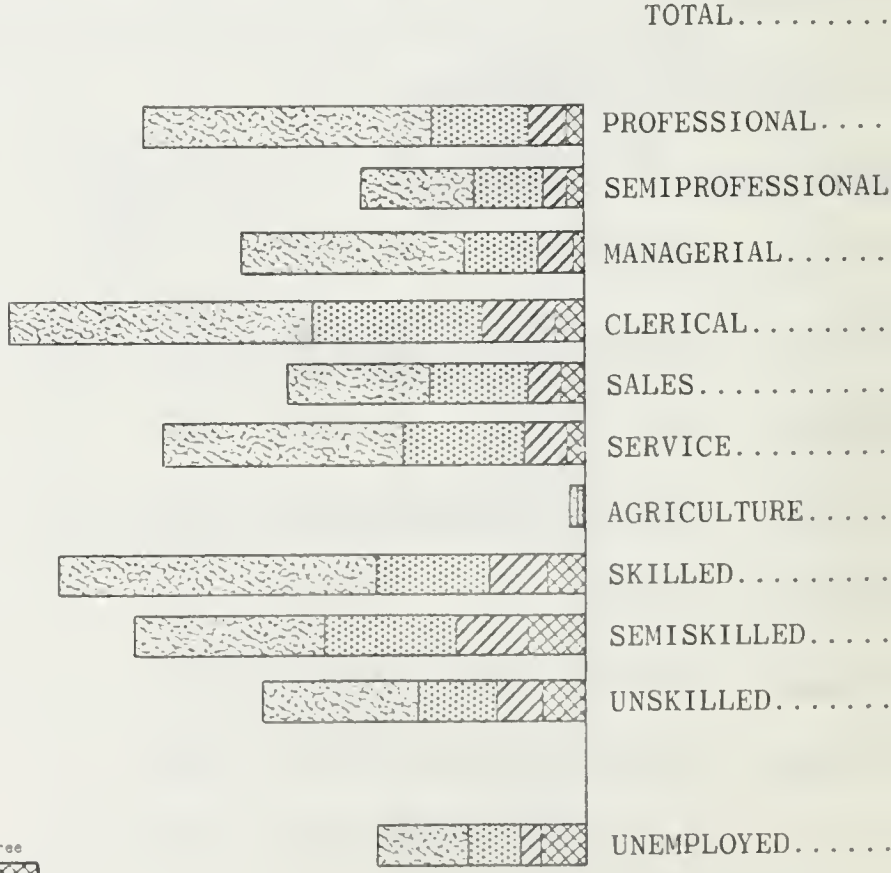
Many Changed Work: Nearly half of the persons in the Missoula County labor force as of April 1963 had, during the previous ten years, been engaged in work different than their present activity. Of the 17,030 in the labor force, 46 percent had held one or more other jobs. Among these, 26 percent had worked at one other job, 12 percent at two other jobs and 8 percent at three other jobs.

Switches Common To All Groups: Work changes during the decade were common to all major occupational groups. Even among those considered to be most stable in employment (Professional, Managerial and Skilled) about one of three persons had worked at a different job during the period.

Position-Advancement Steps: A large segment of skilled or professionally trained worker's job changes reflect a likelihood of being prerequisites to present jobs - or normal steps in advancement. Previous attachments identified by other titles are generally related in some respects to present work.

Frequency Highest Among Unemployed: Persons who were unemployed during the survey week had the largest percentage with a history of three other jobs. This category had more than 4 in 10 that had held no other job. Without doubt many of these people have recently entered the labor force. Semi-skilled and Unskilled occupational groups rank next to Unemployed in the proportion having three previous jobs and are leaders in the percentage with a history of two previous job titles.





Total Persons Surveyed	..This Many Had Held No Other Job *		...Had The Following Work Experience During The Previous Ten Years ..This Number Had Worked At One Other Job		Two Other Jobs		Three Other Jobs		Among Those Whose Employment Had Changed Their Other Jobs Had Been... (As Most Common)	(As Second Most Common)
	Number	Pct.	Number	Pct.	Number	Pct.	Number	Pct.		
17,030	9,221	54	4,495	26	1,967	12	1,347	8		
1,967	1,281	65	441	22	166	9	79	4	Natural Scientists	Manager, Clerical & Administrative
998	509	51	307	31	104	10	78	8	Retail Manager	Office Manager
1,528	988	65	330	22	159	10	51	3	Salesperson	Waiter & Waitress
2,551	1,338	52	756	30	321	13	136	5	Bookkeeper & Cashier	Secretary
1,324	635	48	436	33	144	11	109	8	Retail Manager	Office Manager
1,883	1,075	57	536	29	192	10	80	4	Chef & Cook	Sales Clerk
65	29	45	29	45	5	7	2	3	Chauffeur And Driver, Bus, Taxi, Truck And Tractor	Kitchen Worker, Cafe
2,339	1,420	61	491	21	263	11	165	7		General Farmer
2,011	854	42	577	29	325	16	255	13		Lumbermen
1,434	689	48	352	25	203	14	190	13		Auto Service Station Attendant
930	403	43	240	26	85	9	202	22		

* These workers have had 10 or more years of continuous employment in present positions.

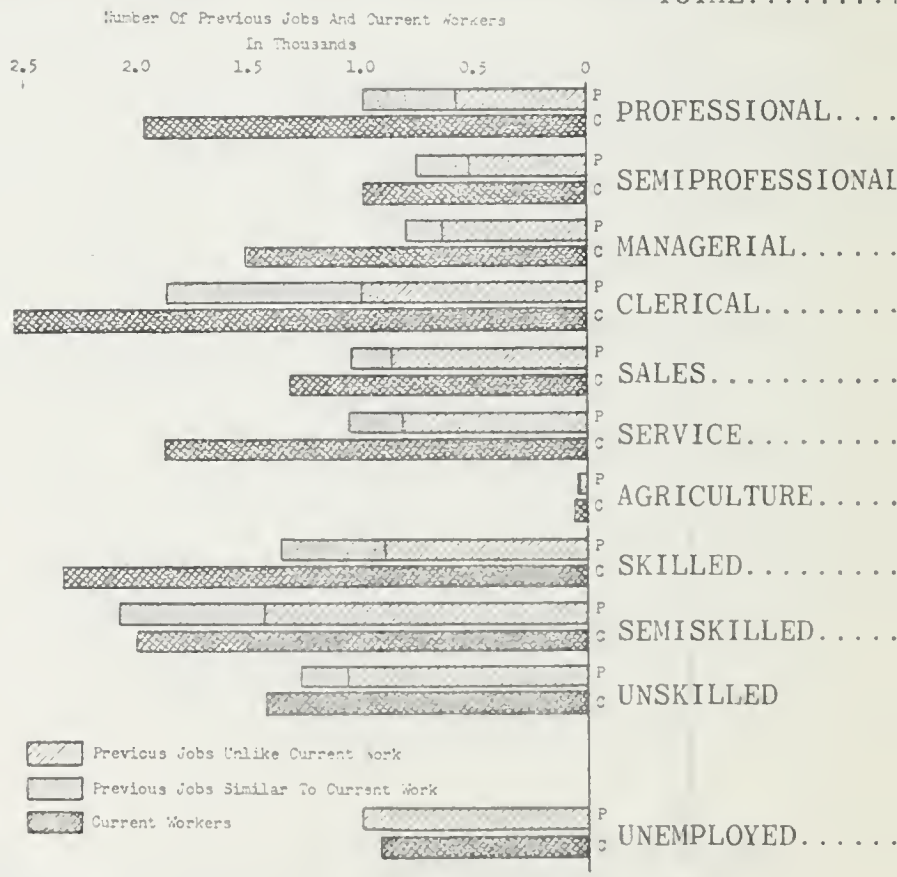
JOB HISTORY OF PAST TEN YEARS

Persons So Grouped
OCCUPATION

Much Past Work Similar To Present: Job titles reported by persons in the Missoula County labor force reflect many similarities between past and present work. Any appreciable number of persons, whose jobs had changed during the previous ten years, had actually been engaged at work within the same major occupational group. Slightly more than one-fifth of those employed during the April 7 - 13, 1963 survey week had previously held another job similar to that of the present.

Most Pronounced In Clerical Group: A little more than one-third of the workers classified as Clerical (the largest occupational group) had previously held another "clerical" job. This proportion was slightly larger than that for the Semiskilled category and contrasted Managerial which accounted for only one in ten as having similar work experience in another job.

Skills Establish Employment Patterns: Most jobs which were preceded by different work had skill development connections. Employment requiring higher education is largely confined to the respective occupational categories. Likewise the jobs which emphasize apprenticeship, vocational or trade school and on-the-job training tend to be rather distinct from those where college and business school studies are required. This is apparent from the tendency of the largest numbers in the table, opposite page, to cluster in a diagonal array transversing from the upper left to lower right portions.



Total Persons Surveyed	... Had These Different Jobs Preceding Their Current Work									
	Total Jobs All Groups	Professional and Semi-Professional	Managerial and Official	Clerical and Kindred	Sales and Kindred	Service, Protective Building Domestic & Personal	Agriculture Forestry & Kindred	Skilled	Semi-Skilled	Unskilled
17,030	12,333	1,424	963	1,879	1,010	1,104	816	1,904	2,102	1,131
1,967	990	[415]	73	163	67	64	43	72	49	44
998	760	[182]	47	104	73	68	47	84	98	57
1,528	804	149	[159]	116	116	43	33	83	76	29
2,551	1,874	185	152	[868]	176	227	58	66	93	49
1,324	1,052	134	208	114	[179]	94	35	99	139	50
1,883	1,066	49	67	89	94	[245]	58	156	178	130
65	47	7	5	3	3	5	[3]	6	8	7
2,339	1,366	90	78	75	66	24	99	[464]	299	171
2,011	2,082	91	94	80	67	91	224	473	[640]	322
1,434	1,284	60	49	81	61	73	138	284	320	[218]
930	1,008	62	31	186	108	170	78	117	202	54

VOCATIONAL TRAINING

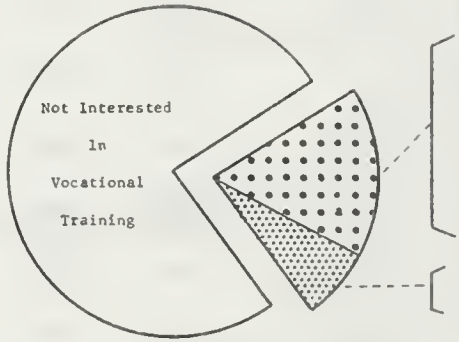
Extensive Interest Reflected: Almost one-fourth of all persons in the Missoula County Labor Force express interest in receiving vocational training for jobs different from those they now hold. This group consists of 25 percent of the male and 20 percent of the female workers in the entire county.

Would Be Skilled Laborers: Approximately 40 percent of the interested workers would like training in the Skilled labor category. Almost three-fourths of the males desiring training are now in the Skilled, Semi-skilled, Unskilled and Unemployed groups. Women indicating interest are now largely in the Clerical, Service and Unemployed groups. Interest in vocational training for Professional positions is small as the field for such training is narrow. The Agricultural component is insignificant since it does not include farmers and ranchers.

Young Workers Most Responsive: Persons interested in vocational training are largely of the younger age brackets. Nearly one-third of those under 22 years of age would like such training, compared with about one-fourth of the workers between 22 and 44 years, one-sixth of the 45 to 64 group, and only 3 percent 65 years and older.

Many Now In Manufacturing: Almost one-half of the vocational training preferences were reported by persons employed in Manufacturing and Trade industries. Three other industries: Government, Services and Transportation & Communication, each had about 10 percent of the 3,978 interested persons. Very few of the workers in other industries indicated a desire for vocational training. One-half of the interested male workers were in Manufacturing and Trade while well over one-half of the females were in Trade and Services.

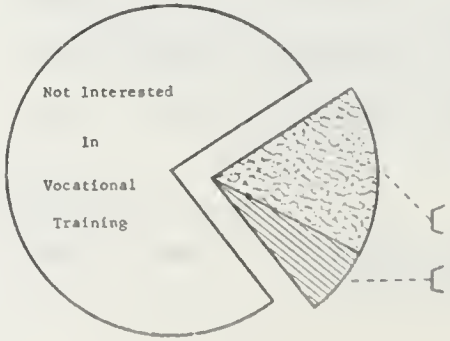
3,978 of 17,030 WORKERS ---- DESIRE TRAINING ---- IN THESE OCCUPATIONS



2,798	TOTALS• - BOTH SEXES
360	PROFESSIONAL
160	SEMIPROFESSIONAL
127	MANAGERIAL
591	CLERICAL
102	SALES
131	SERVICES
31	AGRICULTURE
1,099	SKILLED
158	SEMISKILLED
30	UNSKILLED

•1,180 Additional Persons Did Not Describe Their Vocational Training Interests

3,045 of 3,978 WORKERS ---- DESIRING TRAINING ---- ARE UNDER AGE 45



AGE OF INTERESTED WORKERS

Males	Females	
2,929	1,049	Totals
330	227	Under 22 Years
1,941	547	22 - 44 Years
653	270	45 - 64 Years
5	5	65 Years and Over

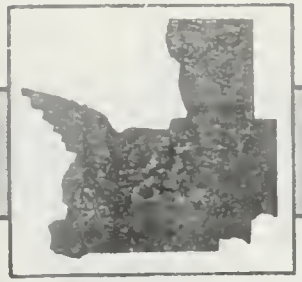
JOB TITLE PREFERENCES REPORTED BY WORKERS

Number of Persons		Title
Major Interest	Minor Interest *	
		PROFESSIONAL
80	30	Accountant & Auditor
7	8	Architect
20	4	Author, Editor & Reporter
16	6	Civil Engineer
9	0	Dietitian
27	9	Electrical Engineer
22	0	Fish & Wildlife Specialist
28	9	Forester
27	0	Grammar School Teacher
10	4	High School Teacher
5	4	Lawyer
14	4	Mathematician & Physicist
11	3	Mechanical Engineer
5	0	Organic Chemist
5	2	Psychologist
11	0	Sociologist
42	13	Trained Nurse
		SEMIPROFESSIONAL
8	0	Airplane Pilot
27	6	Commercial Artist
55	6	Draftsman
6	0	Interior Decorator
5	0	Laboratory Technician
30	14	Medical Technician
12	4	Surveyor
		MANAGERIAL
70	15	Business Official
8	0	Construction Inspector
22	3	Hotel & Restaurant Manager
11	2	Retail Store Manager

Number of Persons		Title
Major Interest	Minor Interest *	
		CLERICAL
110	53	Bookkeeper
17	12	Bookkeeping-Machine Operator
8	0	Dental Assistant
116	2	Data Process Machine Operator
114	20	Office Clerk
113	9	Secretary
60	24	Stenographer & Typist
11	0	Telephone Operator
		SALES
61	11	General Salesman
18	5	Insurance Salesman
8	0	Real Estate Salesman
9	0	Meat-Counterman
		SERVICES
10	0	Barber
27	0	Beautician
16	0	Cook
6	0	Nurses Aide
30	12	Practical Nurse
15	0	Policeman
13	9	Waiter & Waitress
		AGRICULTURE
25	4	General Farmer

Number of Persons		Title
Major Interest	Minor Interest *	
		SKILLED LABOR
21	4	Airplane Mechanic
19	0	Auto Body Repairman
123	40	Auto Mechanic
6	0	Boilermaker
7	3	Cabinetmaker
95	18	Carpenter
11	0	Crane & Hoistman
122	10	Diesel Mechanic
68	19	Electrician
8	4	Ironworker
16	0	Lumber Grader & Scaler
28	13	Machinist
11	0	Meatcutter
20	30	Millwright
8	0	Operating Engineer
26	7	Plumber
236	13	Radio Repairman
9	6	Sheetmetal Worker
5	0	Shoe Repairman
21	0	Stationary Engineer
188	49	Welder
10	0	Woodworker
		SEMISKILLED LABOR
5	6	Blueprint-Machine Operator
106	26	Bulldozer-Grader Operator
24	7	Truckdriver
7	0	Upholsterer
		UNSKILLED LABOR
21	3	Construction Laborer

* The Minor Interest columns include individuals who have expressed interest in two job titles. Major titles with less than five persons have been omitted.



ON- THE-JOB TRAINING

One of Three Workers Interested: One-third, each, of the male and female workers in Missoula County express interest in receiving on-the-job training. Unemployed persons show the highest level of interest as a group, followed by the Unskilled and Semiskilled workers. Professional and Managerial persons indicate the lowest interest. (Agriculture excludes farmers and ranchers.)

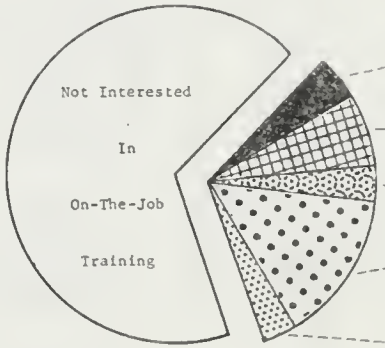
Female Concern Is Evident: Females reveal the most interest in training among workers in seven of the ten major occupational groups. Clerical and Service personnel make up 60 percent of the total female tally, while for males the same percentage is true of Skilled, Semiskilled and Unskilled job-holders.

Age Reflects Response: For the Under 22 years age group, one-half of the workers favor training as compared to one-third for the 22 to 44 years bracket. For those 45 to 64 years of age, one-fifth want training compared to one-tenth of those 65 years and over.

Highest Interest in Manufacturing: One-fourth of all persons desiring on-the-job training are now employed in Manufacturing, which is the third largest industry in Missoula County. The two other largest industries, Trade and Government, each have approximately 18 percent of the total response.

Many Unemployed Name Occupations: Most of the Unemployed listed various job titles for which on-the-job training is desired. The Skilled, Semiskilled and Unskilled selections account for 70 percent of this total, followed by Service and Clerical. These are not reflected in the list of job titles since re-employment and training interests may differ.

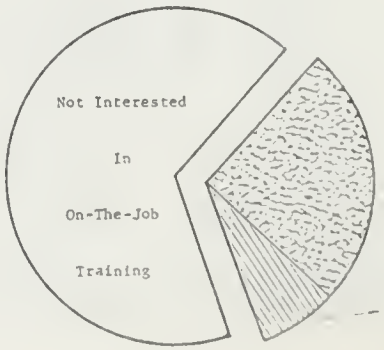
5,555 of 17,030 WORKERS --- DESIRING TRAINING ---ARE IN THESE OCCUPATIONS



MALES	FEMALES	
3,858	1,697	TOTAL
183	87	PROFESSIONAL
203	103	SEMIPROFESSIONAL
155	66	MANAGERIAL
222	659	CLERICAL
196	90	SALES
243	365	SERVICE
14	4	AGRICULTURE
737	39	SKILLED
908	44	SEMISKILLED
624	65	UNSKILLED
373	175	UNEMPLOYED*

*In Event of Re-Employment

4,321 of 5,555 WORKERS --- DESIRING TRAINING --- ARE UNDER AGE 45



AGE OF INTERESTED WORKERS

MALES	FEMALES	
3,858	1,697	TOTAL
469	406	Under 22 Years
2,563	883	22 - 44 Years
810	394	45 - 64 Years
16	14	65 Years and Over

JOB TITLES OF PERSONS INTERESTED IN ON-THE-JOB TRAINING

Number of Persons *	Titles
	PROFESSIONAL
14	Accountant
15	Civil Engineer
39	College Instructor
29	Forester
38	Grade School Teacher
21	High School Teacher
10	Librarian
12	Personnel & Employment Manager
14	Trained Nurse
	SEMIPROFESSIONAL
61	Draftsman
90	Laboratory Technician
24	Medical Technician
19	Radio Announcer
24	Smokejumper
	MANAGERIAL
23	Building Superintendent
17	General Foreman
30	Office Manager
10	Recreation Manager
30	Retail Department Head
23	Retail Store Manager
	CLERICAL
18	Accounting & Audit Clerk
22	Assistant Librarian
37	Bank Teller
57	Bookkeeper
42	Bookkeeping Machine Operator
25	Cashier
13	Checker
48	Data Process Machine Operator
18	Dental Assistant
12	File Clerk
12	General Clerk
79	General Office Clerk
11	Hotel Room & Desk Clerks
13	Insurance Office Clerks
13	Mail Carrier
12	Post Office Clerk
15	Railroad Yard & Train Clerks
33	Receptionist & Information Clerks
13	Right-of-Way Agent
	CLERICAL (Continued)
73	Secretary
121	Stenographer & Typist
36	Stock Clerk
31	Telephone & Telegraph Operator
	SALES
24	General Salesman
19	Insurance Salesman
92	Sales Clerk
92	Salesperson
43	Wholesale Salesman
	SERVICES
13	Barber
13	Checkroom Attendant
31	City Fireman
45	Cooks & Chefs
22	Elevator Operator
13	Hotel & Institution Housekeeper
22	Houseman & Chambermaid
100	Janitors & Cleaners
22	Kitchen Workers
26	Nurse's Aide
52	Porters
22	Practical Nurse
105	Waiters & Waitresses
22	Ward Maid
	SKILLED
38	Automotive Mechanic
48	Carpenter
27	Electrician
35	Lineman
12	Locomotive Conductor
17	Locomotive Engineer
15	Locomotive Fireman
15	Log Sawyer-Sawmill
12	Logging Foreman
119	Lumber Grader
12	Machinist
35	Maintenance Mechanic
48	Millwright
17	Stationary Engineer
86	Telephone Serviceman
27	Welder
24	Woodwork Machine Operator
	SEMISKILLED
22	Auto Mechanic Helper
51	Chainman & Sorter
41	Construction Machine Operator
48	Forklife Operator
15	Highway Maintenance Man
11	Instrument Repairman
15	Laundry Laborer
15	Lumber Carrier Driver
22	Lumber Inspector
26	Plywood Lathe Operator
33	Plywood Veneer Pressman
11	Railroad Guard
11	Routeman
11	Saw Filer
18	Sawmill Pondman
85	Sawmill Sawyers
85	Service Station Attendant
18	Survey Chainman
22	Survey Rodman
30	Tractor Driver
22	Tree Faller
48	Truck Driver - Light Duty
92	Truck Driver - Heavy Duty
85	Woodwork Machine Operator
	UNSKILLED
22	Bakery Laborer
27	Cement Production Laborer
97	Construction Laborer
18	Laundry Laborer
172	Lumber-Harvest Laborer
44	Paper Production Laborer
13	Planing Mill Laborer
13	Plywood Production Laborer
18	Public Power Laborer
27	Public Service Laborer
71	Sawmill Laborer
27	Stock Supply Laborer
13	Trades & Service Laborer
13	Transportation Cleaner
88	Woodworking Laborer

* Job titles with less than 10 persons have been omitted.

SOME CHARACTERISTICS OF PERSONS WILLING TO WORK IN ANOTHER CITY

Most Workers Would Stay: The majority of workers would remain in Missoula County rather than accept employment elsewhere. However, one-third indicated willingness to leave the county. This latter group comprises 40 percent of all the male and 23 percent of all the female workers. Almost one-half of those expressing such interest fall within the Skilled, Semiskilled, Unskilled and Unemployed categories.

Mobility Declines With Age: As is illustrated in the chart, the desire to relocate tends to decrease proportionately with age. Over three-fourths of those who would move are under age 45. The Unemployed show a sharp contrast to this tendency. Their desire to move increased up to age 45, and then declines. For the labor force as a whole, every other person within the two youngest age groups is willing to move.

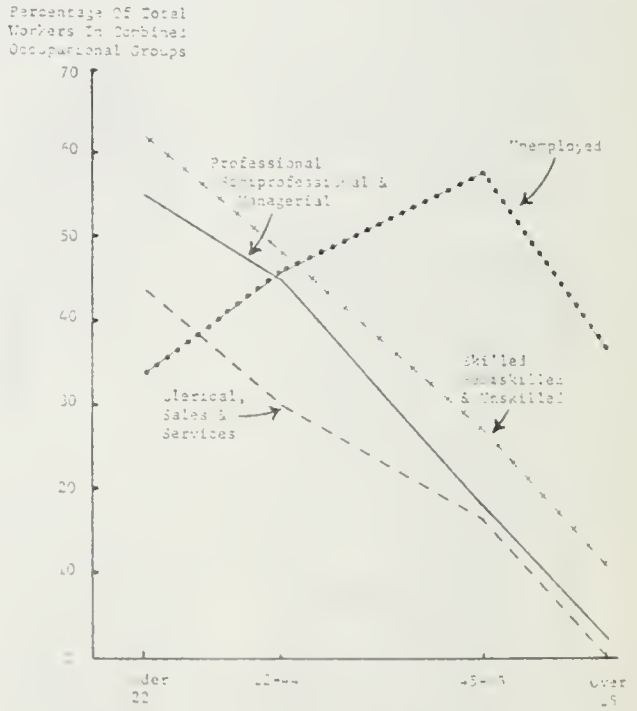
Sexes Response Differs Widely: As a group, Unskilled females indicated that 70 percent of their number would accept work elsewhere, while for males the largest group response was 55 percent for the Unemployed. Married females qualified their answers contingent on their husbands' employment. The first half of the occupational titles listed give a large number interested in moving to other States than would move elsewhere within Montana, while for the lower half this attitude is reversed.

Employment, Education and Training: The average weeks of 1962 employment for workers willing to move is very close in general to that for the entire labor force. Sales personnel show the largest difference. The average years in school for persons willing to work elsewhere, for each occupational group, is slightly above their respective groups within the Labor Force.

Approximately 65 percent of all workers interested in vocational training and 65 percent of all those favoring on-the-job instruction would leave Missoula County.

Shifting Within Government: One-fourth of all persons willing to move are now in government jobs. This is approximately 18 percent for Federal and State Government employees but only 13 percent for City and County. Federal payrolls consist of 80 percent Forest Service personnel while for State the University contributes 88 percent.

WOULD ACCEPT WORK ELSEWHERE



OCCUPATION		All Covered By The Survey	Persons Willing To Move: Within State	Persons Willing To Move: Outside State	TOTAL WORKERS AND THOSE WHO WOULD MOVE — Sex: Male	Sex: Female	Average Weeks Of Work 1962	Average Years Education	Interested In Vocational Training	Interested In On-the-Job Training
TOTAL	Group Total	17,030			11,796	5,234	45.6	12.5	3,978	5,555
	Would Move	5,895	5,031	5,236	4,717	1,188	45.5	13.3	2,581	3,107
PROFESSIONAL	Group Total	1,967			1,194	773	47.9	17.0	105	270
	Would Move	796	562	784	603	193	47.0	17.1	77	208
SEMIPROFESSIONAL	Group Total	998			672	326	45.4	14.3	155	306
	Would Move	381	300	362	276	105	45.3	14.5	96	201
MANAGERIAL	Group Total	1,528			1,328	200	50.5	13.5	161	221
	Would Move	399	327	379	349	50	50.3	14.2	120	163
CLERICAL	Group Total	2,551			795	1,756	44.7	12.9	508	881
	Would Move	680	540	632	270	410	45.9	13.7	243	423
SALES	Group Total	1,324			867	457	47.6	13.2	189	286
	Would Move	369	307	344	332	47	44.7	14.3	105	187
SERVICE	Group Total	1,883			813	1,070	40.1	10.5	488	608
	Would Move	445	369	411	243	202	41.6	12.3	250	304
AGRICULTURE	Group Total	65			53	12	39.2	10.5	7	18
	Would Move	17	17	13	17	0	38.0	14.0	4	13
SKILLED	Group Total	2,339			2,268	71	48.3	11.3	663	776
	Would Move	876	808	739	842	34	48.6	12.3	471	572
SEMISKILLED	Group Total	2,011			1,819	192	46.7	11.0	751	952
	Would Move	919	862	770	888	31	47.0	11.7	555	720
UNSKILLED	Group Total	1,434			1,370	64	42.6	10.3	556	689
	Would Move	600	561	484	555	45	42.7	11.8	410	482
UNEMPLOYED	Group Total	930			617	313	33.6	10.4	345	548
	Would Move	413	378	318	342	71	34.3	11.6	245	334

JOB TIME IN 1962 ASSOCIATED WITH WORKER TRAITS

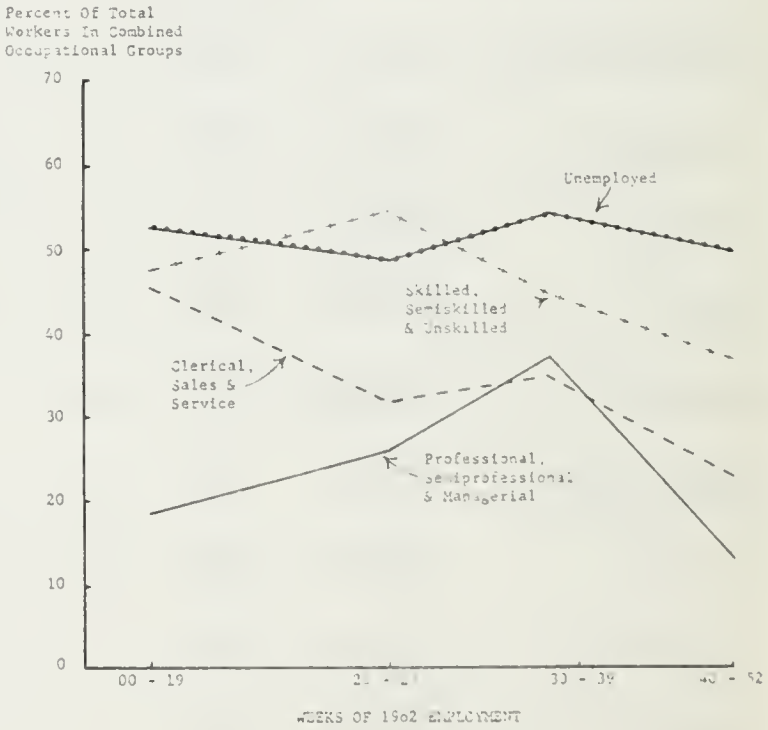
Chart Readings: Length of employment exerts some influence on a worker's interest in vocational and on-the-job training, as illustrated in the chart. Some other prominent factors also appear, however. Each of the four points along all lines of the graph represent the ratio of workers interested in additional training, to total workers employed for the given period of time in 1962.

Unemployed Most Responsive: The April 7 - 13, 1963 Unemployed appear most responsive for additional training. The chart's peak is attained by these persons who had 30 to 39 weeks employment in 1962. The length of their jobs apparently had little influence upon this group since the graphic line is rather level. The Skilled, Semiskilled and Unskilled also rank high but have a pronounced decline in desire for training among persons working over 29 weeks a year. Younger workers exert some pressure in the group's upward trend from 00 to 29 weeks.

Part-Time Females Stand Out: Clerical, Sales and Service is the only group having the highest ratio of interested personnel in the 00 to 19 week period. Most of these are part-time females, who apparently would like to qualify for longer employment. Collectively, over half of all part-time workers appear in the 00 to 19 week bracket.

Older Workers Fully-Employed: The downturns of all lines in the charts between 30 - 39 and 40 - 52 weeks correspond with declining interest expected of advanced age groups. Older workers are more stable in employment and would be less inclined toward training for other jobs. A third of the county's labor force exceeds 45 years of age and most of these workers showed 40 to 52 weeks of employment in 1962. However, rather few (one-fourth of those interested in training) were over 45 and worked over 40 weeks. Three-fourths of those interested were employed 40 to 52 weeks. The lines for the other three periods therefore reflect attitudes of the minority.

LENGTH OF EMPLOYMENT INFLUENCE ON WORKER INTEREST IN ADDITIONAL TRAINING

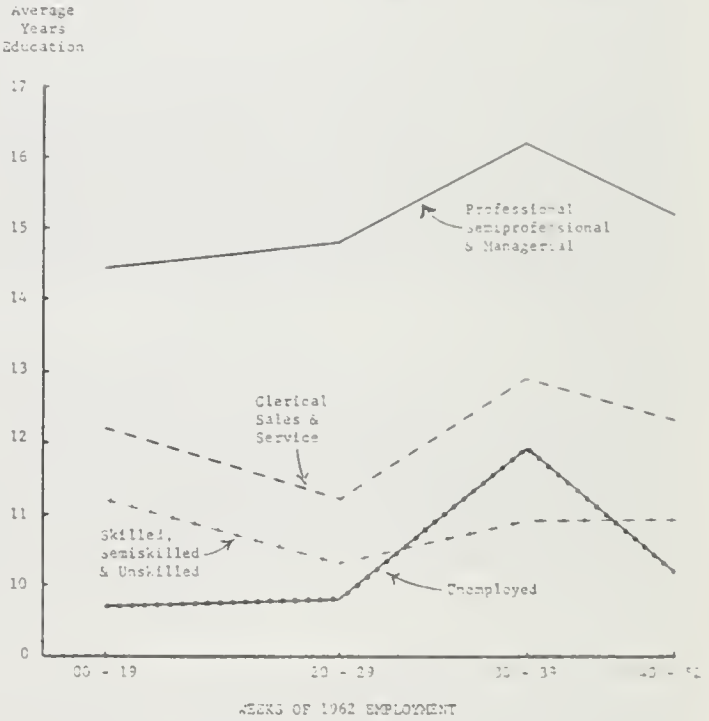


Employment and Education: Average years of Education is at a peak in the 30 to 39 week bracket for all except the Skilled, Semiskilled and Unskilled which reach it in 00 to 19 weeks. All lines drop off from 30 - 39 to 40 - 52 weeks, due to the influence of older workers, with the exception of the above mentioned group which holds steady. Highest reading is 16.2 years - for the Professional, Semi-professional and Managerial. The low is 9.7 years for those Unemployed up to 20 weeks. Generally, people employed less than 20 weeks have the lowest education, with the exception of the Skilled, Semiskilled and Unskilled who show least education in the 20 to 39 week bracket.

Related Employment Characteristics: Other traits of workers are noted here for the same periods of employment in 1962. These include (1) expressions to accept work elsewhere, and (2) past history of other jobs. Charts are not presented for these two items but they are similar to the chart on the opposite page. The graphic lines for those willing to accept work outside Missoula County move generally upward and peak in the 30 to 39 week bracket, except the Skilled, Semiskilled and Unskilled which attain it in 20 to 29 weeks. All lines drop from 40 to 52 weeks, reaching their lowest levels. Highest chart reading is 68 percent - for the Skilled, Semiskilled and Unskilled. Lowest reading is 25 percent for Clerical, Sales and Service.

Job instability from 1952 through 1962 is indicated by reports of employment which differed from current work. If Charted, all four groups would peak in different periods. The Skilled, Semiskilled and Unskilled reach peaks in 00 to 19 weeks. The Professional, Semiprofessional and Managerial do so in 20 to 29 weeks, followed by Clerical, Sales and Service in 30 to 39 weeks and the Unemployed within 40 to 52 weeks. All lines drop from 30 - 39 to 40 - 52 weeks except for the Unemployed. Job instability for the Unemployed has a pattern in contrast to the Employed, rising steadily from the charts low of 36 percent for those with 00 to 19 weeks, to it's high of 61 percent for persons employed 40 to 52 weeks of 1962.

EDUCATION OF WORKERS
AS RELATED TO LENGTH OF EMPLOYMENT



DEFINITIONS OF OCCUPATIONAL GROUPS

Professional:

This group includes occupations that predominantly require a high degree of mental activity by the worker and are concerned with theoretical or practical aspects of complex fields of human endeavor. They require for the proper performance of the work either extensive and comprehensive academic study or experience of such scope and character as to provide an equivalent background, or a combination of such education and experience.

Typical professional occupations are those of doctor, lawyer, professor, teacher, forester, architect, mechanical engineer, chemist, physicist, editor, actor and musician. Of these mechanical engineer, architect and doctor are primarily concerned with the development or the practical application of formal and well-organized fields of theoretical knowledge; whereas, such occupations as editors, actor and librarian are concerned with activities that demand acquired abilities which may properly be considered of a professional character, but may not require the background of a formal field of knowledge.

Semiprofessional:

Included in this group are occupations concerned with the theoretical or practical aspects of fields of endeavor that require rather extensive education or practical experience. Such fields are less demanding with respect to background or the need for initiative or judgment in dealing with complicated work situations than those fields which are considered as "Professional". These occupations are typically confined to relatively restricted fields of activity, many of them being concerned with the technical or mechanical details of the broader and possibly more theoretical fields.

Chiropodists, tree surgeons, draftsmen, aviators and laboratory technicians are typical semiprofessional occupations.

Managerial and Officials:

This group includes occupations that are involved primarily with responsible policymaking, planning, supervising, coordinating, or guiding the work-activity of others, usually through intermediate supervisors. Typical of these occupations are managers or presidents of business enterprises, superintendents of construction projects, and purchasing and advertising agents. Executive secretaries and treasurers, although not usually involved in extensive administrative or managerial duties, are nevertheless included because of their official capacities.

Occupations that embrace supervisory functions of the character of foremen, but that involve limited aspects of policy-making and management, are not included and are coded with the Skilled occupations.

Clerical and Kindred:

This group includes occupations concerned with the preparation, transcribing, transferring, systematizing, or preserving of written communications and records in offices, shops, and other places of work where such functions are performed. Others, such as collectors, telegraph messengers, and mail carriers, although not strictly of this character are included because of their close relationship to these activities.

Most of these occupations are performed by mental and manual processes but a few include in part or in whole the operation of such equipment as bookkeeping machines and calculating machines.

Sales and Kindred:

Included in this group are occupations concerned with the sale of commodities, investments, real estate, and services, and others that are very closely identified with sales transactions. Typical sales occupations include salesmen and hucksters and others that are closely identified with sales transactions, such as demonstrators and shoppers.

Service - Domestic, Personal, Protective & Building:

Domestic service includes occupations concerned with the usual functions in the maintenance of households and their environs, the cooking of meals, the care of children, and similar services that are performed in private homes. It does not include the occupations of repairmen or tradesmen who may be called into private homes to repair or service the house or its equipment.

Personal service occupations are concerned with performing services for persons that require predominately either direct contact or close association with the individual. Typical examples are barbers, waiters, and practical nurses. A few, however, such as kitchen workers and maids in hotels, may have little or no contact with the recipient of the service.

Protective service occupations are those specifically concerned with the protection or guarding of the country or it's political units, of buildings and other property, and of individuals. The services performed by such workers range from the routine duties of a watchman who guards the property of some organization, to the more complicated duties of a traffic policeman or detective, or to those of soldiers and sailors.

Building service includes miscellaneous occupations that are concerned with cleaning the interior and equipment of buildings, offices, stores, and similar places, and with moving or carrying equipment, baggage, and other articles. Elevator operator, although not strictly of this character, is included here because it is a type of building service rather than a personal service.

Agricultural, Specialties & Services and Forestry:

The occupations included in this group involve horticultural activities, animal husbandry service and agricultural services of financial institutions. Farmers, ranchers and related workers although part of this group are not included in the survey.

Other occupations in the group are concerned with tree nurseries and forests, the growing and gathering of forest products, and workers who guide hunting or trapping parties or who engage in the hunting and trapping of wild animals or game. It does not include logging occupations.

Skilled:

This group includes craft and manual occupations that require predominantly a thorough and comprehensive knowledge of processes involved in the work, the exercise of considerable independent judgment, usually a high degree of manual dexterity, and, in some instances, extensive responsibility for valuable product or equipment. Workers in these occupations usually become qualified by serving apprenticeships or completing extensive training periods. Foremen of manual and craft workers, and of others, are also included with these occupations.

Semiskilled:

This group includes manual occupations that are charactericed by one, or a combination of parts, of the following requirements: The exercise of manipulative ability of a high order, but limited to a fairly well-defined work routing; major reliance, not so much upon the worker's judgement or dexterity, but upon vigilance and alertness, in situations in which lapses in performance would cause extensive damage to product or equipment; and the exercise of independent judgment to meet variables in the work situation, which is not based on wide knowledge of a work field and with the nature and extent of the judgment limited either (a) by application over a relatively narrow task situation or (b) by having important decisions made by others. These occupations may require the performance of part of a craft or skilled occupation, but usually to a relatively limited extent.

Unskilled:

This group includes manual occupations that involve the performance of simple duties that may be learned within a short period of time and that require the exercise of little or no independent judgment. Characteristically, they do not require previous experience, although a familiarity with the environment may be necessary or desirable. The occupations in the group vary from those involving a minimum of physical exertion to those characterized by heavy physical work.

Unemployed:

The same definition applies here as outlined for this group under the section on "Other Definitions".

DEFINITIONS OF INDUSTRIAL GROUPS

Agriculture and Forestry: (Groups 07, 08)

The section applicable to this study includes agricultural, animal husbandry and horticultural services. It also includes establishments engaged in the operation of timber tracts, forest nurseries and forestry services. Farming, hunting, trapping and fishing are not included.

Mining: (Groups 10 - 14)

This division includes establishments engaged in extraction and milling of metallic and nonmetallic minerals, coal, crude petroleum and gases, plus exploration and development of mineral properties. Metallic ores are used in products such as alloys, chemicals and pigments. Nonmetallic minerals, (sand, gravel, etc.) are used in building materials, refractory purposes, fertilizers, and in the manufacture of other products.

Contract Construction: (Groups 15 - 17)

This division includes establishments engaged in contract construction, such as new work, additions, alterations and repairs. Three broad types are covered, namely - (1) building construction of residential, farm, industrial, commercial, public or other buildings; (2) construction in heavy work such as highways, bridges, railroads, water control projects and (3) construction by special trade contractors performing plumbing, painting, plastering, carpentry, electrical work, masonry, well drilling, etc.

Manufacturing: (Groups 19 - 39)

This group is composed of firms engaged in the mechanical or chemical transformation of organic and inorganic substances into new products. The materials processed include products of agriculture, forestry, mining and quarrying. Manufacturing is usually carried on for the wholesale trade rather than retail trade and includes Food, Lumber & Wood, Furniture, Paper, Printing, Concrete, Stone, Construction Machinery, Boats, Optics and Athletic Goods production.

Transportation, Communications & Utilities: (Groups 40 - 49)

Included are enterprises engaged in passenger and freight transportation by railway, highway, water or air, and furnishing related services, petroleum pipe lines, warehousing plus telephone and telegraph communication services, radio broadcasting and television and supplying of electricity, gas, steam, water or sanitary services. Most establishments are regulated by public authorities as to rates or prices they may charge and the services they may render. The workers and facilities are often distributed over an extensive area.

Wholesale and Retail Trade: (Groups 50 - 59)

The Wholesale section includes establishments engaged in selling merchandise to retailers, and industrial, commercial, institutional or professional users; or to other wholesalers; or acting as agents in buying or selling merchandise to such persons or companies. The principal types included are - Merchant Wholesalers, Sales Branches, Agent Merchants, Petroleum Bulk Stations and Buyers.

The Retail section includes establishments engaged in selling merchandise for personal, household, or farm consumption, and rendering services incidental to the sale of goods. In general, Retail establishments are classified by kind of business according to the principal commodities sold.

Finance, Insurance and Real Estate: (Groups 60 - 67)

Finance includes banks and trust companies, credit agencies, holding companies, other investment companies, brokers and dealers in securities contracts. Insurance covers carriers of all types of insurance, plus insurance agents and brokers. Real estate includes owners, lessors, lessees, buyers, sellers, agents and developers of real estate.

Services: (Groups 70 - 89)

Establishments engaged in a wide variety of services to individuals and business firms are included. Typical firms are hotels, lodging or camping space, laundries, beauty and barber shops, hospitals, medical, dental, advertising, credit, employment services, automotive repair, rental and storage space, miscellaneous repair shops, theaters and amusement services, engineering and legal services, private educational institutions and nonprofit organizations.

Government: (Groups 91 - 94)

This division includes all Federal, State, local and international government activities such as public schools. Legislative, judicial, and administrative functions, plus Government-owned or operated business enterprises are also involved.

Unemployed: The same definition applies as outlined under Other Definitions.

OTHER DEFINITIONS

Labor Force:

This term refers to the number of persons 14 years of age and over, classified as employed or unemployed. The criteria for defining employed and unemployed are given below. The Labor Force, excluding the Armed Forces of the military, is referred to as the Civilian Labor Force. In this study, the Armed Forces are not included, as is true for farmers, ranchers and related agricultural workers.

Employment:

Employed persons are those who work for pay or profit during a week or, as unpaid family workers, working 15 hours or more during a week. Also included among the employed are those who, although not working, had some job attachment and were NOT looking for work. This would include persons temporarily absent from a job or business because of illness, bad weather, vacation, labor-management disputes, or other reasons whether or not they were on a pay status during their time off. Multiple job holders are counted only once.

Unemployment:

Unemployed persons are those who, for an entire week, did not work at all, were able to work and available for work, and (1) were looking for work, or (2) would have looked for work, except that (a) they were waiting to return to a job from which they had been laid off, or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week), or (c) they believed no work was available in their line of work or in the community.

Persons on sick leave or temporary leave of absence during the survey week of April 7 - 13, 1963 were not considered to be unemployed, nor were school teachers under 12 month contract who were not working during the summer months.

Three components of the 930 unemployed appear throughout this study. They are comprised of - (1) 411 persons having an occupational group designation but none for industry, (2) 265 persons having neither such designation and (3) 254 persons having identification within both groups.

Entry Occupational Classification.

Special coding, referred to as "X" codes, were used for classifying persons who are entering the labor force for the first time. These are for individuals who must find employment on some basis other than prior work experience or fully qualifying training. Although young people generally fit the classification, it is also used for experienced workers, called reentrants, who have not been employed at a given skill within the 10 year period preceeding the survey week, for military service skills listed by respondents, and for high school training coursework.

JOB VACANCIES

Under These Occupations And Job Titles...	...This Many Jobs Were Vacant April 7 - 13, 1963: Males	Females	Including Those Hard To Fill:	... In These Industries:
PROFESSIONAL	49	1	16	
Grade School Teacher	1	1	--	Government - County
College Teacher	10	--	--	Government - State
Psychologist	2	--	--	Government - State
Accountant & Auditor	5	--	--	Government - Federal
Architect	9	--	5	Government - Federal
Biologist	1	--	--	Government - Federal
Forester	4	--	--	Government - Federal
Geologist	1	--	--	Government - Federal
Mechanical Engineer	4	--	--	Government - Federal
Organic Chemist	1	--	1	Government - Federal
Soil Scientist	1	--	1	Government - Federal
Civil Engineer	10	--	9	Construction - Heavy, except roads
SEMIPROFESSIONAL	22	--	2	
Sign Designer	1	--	--	Manufacturing - Signs & Advertising Displays
Draftsman	3	--	1	Services - Engineering & Architectual
Commercial Artist	1	--	--	Government - Federal
Fire Lookout & Warden	10	--	--	Government - Federal
Photographer	3	--	--	Government - Federal
Radio Announcer	1	--	1	Government - Federal
Radio Operator	3	--	--	Government - Federal
MANAGERIAL	2	2	--	
Institution Manager	--	1	--	Services - Convalescent & Rest Homes
Office Manager	--	1	--	Utilities - Sanitary, Refuse Systems
Retail Food Manager	2	--	--	Retail Trade - Grocery Stores
CLERICAL	19	13	6	
Airplane Dispatch Clerk	1	--	--	Government - Federal
Procurement Clerk	1	--	--	Government - Federal
Telephone Operator	1	--	--	Government - Federal
Billing Clerk	--	1	--	Utilities - Sanitary, Refuse Systems
Accounting Clerk	3	--	--	Services - Accounting, Auditing & Bookkeeping
Dental Assistant	--	3	--	Services - Office of Dentists & Dental Surgeons
Medical Receptionist	1	--	--	Services - Office of Physicians & Surgeons
Secretary	--	3	--	Services - Legal
Insurance Reviewer	1	--	1	Finance - Insurance Agents, Brokers & Services
Stenographer	--	1	--	Finance - Personal Credit Institutions
General Office Clerk	5	1	3	Services - Nonprofit Membership Organization Government - Federal

Under These Occupations And Job Titles...	This Many Jobs Were Vacant April 7 - 13, 1963: Males	Females	Including Those Hard To Fill:	...In These Industries:
CLERICAL Continued:				
Bookkeeper	3	3	1	Manufacturing - Bottled Soft Drinks Retail Trade - Motor Vehicle Dealers Utilities - Sanitary, Refuse Systems; Engr. & Arch.
Clerk Typist	3	1	1	Retail Trade - Furniture Stores Finance - Title Abstract Companies Government - Federal
SALES	26	2	22	
Insurance Salesman	22	--	20	Finance - Life & Fire Insurance Companies & Services
Commercial Equipment Salesman	2	--	2	Wholesale Trade - Electronic Parts & Equipment
Parts Storekeeper	2	--	--	Wholesale Trade - Commercial & Industrial Machinery
Sales Clerk	--	2	--	Services - Photographic Studios
SERVICE	2	15	13	
Chambermaid	--	4	--	Services - Tourist Courts & Motels
Chef & Cook	2	--	2	Services - Convalescent & Rest Homes
Waiter & Waitress	--	11	11	Retail Trade - Eating Places
SKILLED	20	1	4	
Butcher	1	--	--	Retail Trade - Grocery Stores
Diesel Mechanic	1	--	--	Wholesale Trade - Commercial & Industrial Machinery
Office Machine Serviceman	1	--	--	Wholesale Trade - Commercial & Industrial Machinery
Sugar Plant Foreman	6	--	--	Manufacturing - Beet Sugar
Photograph Retoucher	--	1	--	Services - Photographic Studios
Radio Electrician	1	--	--	Services - Electrical Repair
Upholsterer	1	--	1	Services - Re-upholstering & Furniture Repair
Electrical Repairmen	3	--	3	Manufacturing - Paper and Allied Products
Mechanic	6	--	--	Retail Trade - Farm Equipment Dealers Services - General Automotive Repair Shops Government - Federal
SEMISKILLED	11	3	1	
Tractor Operator	1	--	--	Utilities - Sanitary, Refuse Systems
Service Station Attendant	1	3	--	Services - Gasoline Service Stations
Survey Chainman	5	--	1	Government - Federal
Truck Driver	4	--	--	Retail Trade - Fuel Dealers Government - Federal
UNSKILLED	16			
Advertising Display Laborer	1	--	--	Manufacturing - Signs & Advertising Displays
Logging Laborer	2	--	--	Government - Federal
Municipal Service Laborer	13	--	--	Utilities - Sanitary, Refuse Systems Government - Federal

INDUSTRIAL EMPLOYMENT - PAST, PRESENT AND FUTURE

	.. This many persons were employed in April 1963					.. This many worked August 1962	Expected employment in August		Indicated Needs 1962 to 1967 Due to	
	Total	Men	Women	Working Part-Time	Working Full-Time		1965	1967	Expansion*	Replacement**
TOTAL	16,100	11,191	4,909	2,530	13,570	16,868	17,518	18,058	1,423	2,166
AGRICULTURAL SPECIALTIES & SERVICES - AND MINING	640	454	186	54	586	762	839	832	192	84
CONSTRUCTION	730	685	45	16	714	985	897	1,073	88	104
Building construction, general contractors	284	250	34	0	284	433	289	294	-139	50
Other than building, general contractors	213	206	7	5	208	240	324	471	231	24
Special trade contractors	233	229	4	11	222	312	284	308	-4	30
MANUFACTURING	3,040	2,842	198	99	2,941	3,075	3,159	3,207	132	238
Food and kindred products	338	274	64	26	312	358	365	375	17	36
Lumber and wood products, except furniture	2,216	2,148	68	35	2,181	2,253	2,271	2,285	32	161
Paper and allied products	270	259	11	0	270	244	288	303	59	17
Printing, publishing and allied industries	175	125	50	30	145	179	187	190	11	21
Other	41	36	5	8	33	41	48	54	13	3
TRANSPORTATION, COMMUNICATIONS AND UTILITIES	1,410	1,218	192	60	1,350	1,481	1,537	1,578	97	170
Local and suburban passenger transportation	39	32	7	13	26	39	42	43	4	5
Motor freight transportation and wholesale	138	126	12	8	130	144	173	188	44	15
Communication	269	135	134	27	242	267	273	285	18	48
Electric, gas and sanitary services	153	128	25	7	146	167	164	164	-3	20
Railroad	737	728	9	1	736	777	798	811	34	73
Other	74	69	5	4	70	87	87	87	0	9

* Not precise due to incomplete employer forcasts.
** Determined from annual male and female separation rates for the United States.

INDUSTRIAL EMPLOYMENT - PAST, PRESENT AND FUTURE

	.. This many persons were employed in April 1963					.. This many worked August 1962	Expected employment in August		Indicated Needs 1962 to 1967 Due to	
	Total	Men	Women	Working Part-Time	Working Full-Time		1965	1967	Expansion*	Replacement**
TRADE	3,690	2,439	1,251	511	3,179	3,810	4.129	4.195	385	503
Wholesale trade	703	584	119	54	649	682	759	783	101	70
Retail, building materials, hardware, farm equipment and general merchandise	994	448	546	167	827	996	1,016	1,012	16	168
Retail food	270	182	88	62	208	286	309	302	16	37
Auto dealers and gasoline service stations	743	687	56	69	674	802	899	933	131	68
Retail furniture, home furnishings and equipment	211	159	52	19	192	212	248	264	52	24
Eating and drinking places	483	170	313	98	385	538	584	577	39	101
Other	286	209	77	42	244	294	314	324	30	35
FINANCE, INSURANCE AND REAL ESTATE	660	326	334	52	608	652	703	733	81	113
Banking	259	77	182	15	244	251	254	259	8	51
Other credit agencies	115	63	52	4	111	113	126	131	18	19
Insurance carriers, agents and brokers	158	106	52	13	145	162	191	204	42	23
Real Estate and combinations	103	63	40	20	83	101	105	110	9	16
Other	25	17	8	0	25	25	27	29	4	4
SERVICES	2,260	947	1,313	346	1,914	2,371	2,424	2,482	222	433
Hotels, rooming houses, lodges, etc	354	132	222	117	237	377	369	372	18	71
Medical and other health services	902	233	669	85	817	947	957	957	55	198
Other	1,004	582	422	144	860	1,047	1,098	1,153	149	164
GOVERNMENT	3,670	2,280	1,390	1,392	2,278	3,732	3,820	3,958	226	521
Federal	957	699	258	197	760	954	1,022	1,083	129	114
State	1,775	1,121	654	1,119	656	1,758	1,820	1,855	97	241
Local	938	460	478	76	862	1,020	978	1,020	0	166

* Not precise due to incomplete employer forcaste.
** Determined from annual male and female separation rates for the United States.

OCCUPATIONAL EMPLOYMENT - PAST, PRESENT AND FUTURE

	.. This many persons were employed in April 1963					.. This many worked August 1962	Expected employment in August		Indicated Needs 1962 to 1967 Due to	
	Total	Men	Women	Working Part-Time	Working Full-Time		1965	1967	Expansion*	Replacement**
PROFESSIONAL	1,967	1,194	773	315	1,652	1,964	2,083	2,198	234	259
Accountants and Auditors	66	59	7	3	63	64	68	79	15	6
Editors and editorial writers, publications	31	24	7	11	20	26	34	34	8	3
Other authors, editors & reporters	22	15	7	4	18	22	24	25	3	3
Chemists	18	16	2	6	12	17	17	18	1	1
President and deans, educational institutions	18	17	1	0	18	18	19	19	1	1
Teachers, College or University	345	282	63	132	213	345	350	355	10	34
Dentists	22	22	0	0	22	22	22	22	0	1
Engineers, civil	74	74	0	0	74	74	74	80	6	5
Engineers, electric	28	28	0	0	28	31	35	35	4	2
Engineers, chemical, industrial and mechanical	27	27	0	0	27	27	34	40	13	2
Lawyers	43	43	0	0	43	43	43	43	0	3
Librarians	39	0	39	0	39	39	41	41	2	9
Musicians and music teachers	39	29	10	12	27	39	39	39	0	4
Pharmacists	25	19	6	3	22	27	25	26	-1	2
Physicians and surgeons	81	78	3	4	77	81	81	81	0	6
Teachers, primary and kindergarten	278	6	272	6	272	279	314	334	55	65
Principals, education	34	31	3	0	34	34	34	34	0	3
Nurses	137	3	134	24	113	135	132	132	-3	32
Natural scientists, foresters	136	135	1	5	131	157	176	210	53	10
Natural scientists, bacteriologists	11	2	9	9	2	11	12	12	1	2

* Not precise due to incomplete employer forcasts.
** Determined from annual male and female separation rates for the United States.

OCCUPATIONAL EMPLOYMENT - PAST, PRESENT AND FUTURE

	.. This many persons were employed in April 1963					.. This many worked August 1962	Expected employment in August		Indicated Needs 1962 to 1967 Due to	
	Total	Men	Women	Working Part-Time	Working Full-Time		1965	1967	Expansion*	Replacement**
PROFESSIONAL - continued										
Natural scientists, meteorologists	16	16	0	0	16	16	19	24	8	1
Other natural scientists	73	71	2	12	61	74	78	82	8	5
Social scientists	29	23	6	14	15	27	30	31	4	2
Managers, personnel and employment	41	39	2	0	41	41	41	41	0	3
Other professionals	334	135	199	70	264	315	341	361	46	54
SEMIPROFESSIONAL	998	672	326	655	343	1,029	1,071	1,104	75	126
Airplane pilots	21	21	0	1	20	37	37	37	0	2
Draftsmen	64	43	21	3	61	69	64	64	-5	8
Technicians, medical	45	9	36	3	42	45	45	45	0	10
Technicians, laboratory assistants	339	236	103	339	0	339	357	364	25	40
Technicians, other laboratory	19	11	8	5	14	16	15	15	-1	2
Photographers	14	14	0	5	9	14	14	14	0	1
Sports instructors	68	62	6	30	38	68	68	68	0	5
Surveyors	26	26	0	0	26	23	26	26	3	1
Embalmers and undertakers	16	14	2	2	14	21	22	22	1	2
Forester aides & logging cruisers	51	51	0	16	35	51	59	62	11	2
Radio announcers	22	22	0	10	12	20	20	20	0	1
Other semiprofessionals	313	163	150	241	72	326	344	367	41	52

* Not precise due to incomplete employer forcasts.
** Determined from annual male and female separation rates for the United States.

OCCUPATIONAL EMPLOYMENT - PAST, PRESENT AND FUTURE

	.. This many persons were employed in April 1963					.. This many worked August 1962	Expected employment in August		Indicated Needs 1962 to 1967 Due to	
	Total	Men	Women	Working Part-Time	Working Full-Time		1965	1967	Expansion*	Replacement**
MANAGERIAL	1,528	1,328	200	14	1,514	1,580	1,569	1,602	22	190
Managers, Hotels and Restaurants	87	76	11	0	87	87	87	91	4	10
Managers, Retail Trade	308	292	16	0	308	310	308	308	-2	33
Managers, Department Stores	72	49	23	0	72	72	72	72	0	11
Public Officials, County and City	40	33	7	0	40	40	40	42	2	5
Presidents, Vice Presidents and Administrative Secretaries	58	51	7	2	56	58	58	58	0	7
Treasurers and Controllers	38	17	21	0	38	38	38	38	0	8
Office Managers, Chief Clerks and Junior Executives	164	116	48	0	164	168	178	186	18	25
Managers, Industrial Organizations	41	41	0	0	41	41	41	41	0	4
Managers, Production	139	139	0	0	139	139	136	136	-3	14
Managers, Sales and Distribution	54	54	0	0	54	52	54	54	2	5
Banking, Finance and Insurance Officials	70	68	2	0	70	70	73	73	3	8
Managers, Service Establishments	74	72	2	0	74	74	74	74	0	8
Amusement Officials	25	23	2	0	25	25	27	27	2	2
Transportation Officials	49	47	2	0	49	49	49	49	0	5
Contractors: construction and logging	47	47	0	0	47	47	47	47	0	4
Communication Officials	18	9	9	0	18	18	18	18	0	3
Other Managerial	244	194	50	12	232	292	269	288	-4	38

* Not precise due to incomplete employer forcasts.
** Determined from annual male and female separation rates for the United States.

OCCUPATIONAL EMPLOYMENT - PAST, PRESENT AND FUTURE

	.. This many persons were employed in April 1963					.. This many worked August 1962	Expected employment in August		Indicated Needs 1962 to 1967 Due to	
	Total	Men	Women	Working Part-Time	Working Full-Time		1965	1967	Expansion*	Replacement**
CLERICAL	2,551	795	1,756	408	2,143	2,522	2,659	2,764	242	495
Bookkeepers, clerical	227	52	175	28	199	225	235	245	20	47
Clerks, accounting, audit and inventory	79	22	57	12	67	77	85	92	15	16
Cashiers, clerical	85	21	64	28	57	85	87	91	6	18
Bookkeeping machine operator	75	17	58	6	69	68	68	65	-3	14
Checkers, clerical and grocery	67	34	33	16	51	72	75	73	1	12
Clerks, general clerical	213	39	174	42	171	218	232	243	25	47
Tellers, banking	67	1	66	0	67	68	70	73	5	17
Clerks, financial institutions	24	5	19	1	23	24	26	28	4	5
Hotel clerks	16	7	9	6	10	20	19	19	-1	4
Insurance clerks	20	0	20	1	19	20	24	26	6	5
Printing and publishing clerks	10	1	9	1	9	9	10	10	1	2
Transportation clerks	33	33	0	0	33	34	34	34	0	3
Clerks in trade	47	22	25	6	41	47	52	56	9	8
File clerks	50	12	38	3	47	50	5	52	2	11
General Industry, mail and personnel clerks	58	25	33	3	55	58	58	64	6	10
Receptionists and information clerks	65	4	61	6	59	67	65	65	-2	16
General industry clerks (except office)	41	25	16	4	37	44	45	45	1	6
General industry clerks (office)	27	15	12	3	24	27	27	27	0	4
Library assistants	27	7	20	15	12	27	27	27	0	6

* Not precise due to incomplete employer forcasts.
** Determined from annual male and female separation rates for the United States.

OCCUPATIONAL EMPLOYMENT - PAST, PRESENT AND FUTURE

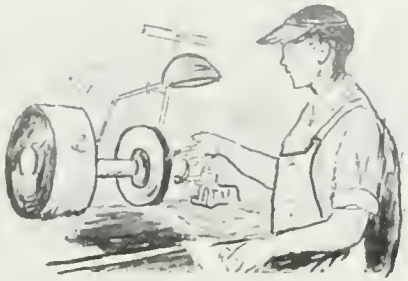
	.. This many persons were employed in April 1963					.. This many worked August 1962	Expected employment in August		Indicated Needs 1962 to 1967 Due to	
				Working						
	Total	Men	Women	Part-Time	Full-Time		1965	1967	Expansion*	Replacement**
CLERICAL - continued										
Messengers	26	26	0	0	26	26	28	28	2	2
Office machine operators	74	25	49	9	65	78	76	79	1	15
Payroll clerks and timekeepers	21	12	9	1	20	20	20	20	0	3
Post office clerks	34	34	0	6	28	34	36	36	2	3
Postal mail carriers	48	44	4	13	35	48	50	53	5	4
Dentist assistants	27	1	26	6	21	25	29	29	4	6
Secretaries, clerical	244	6	238	67	177	248	256	271	23	60
Shipping and receiving clerks	44	43	1	0	44	45	44	44	-1	3
Stenographers	193	19	174	17	176	184	206	229	45	43
Typists and clerk typists	170	15	155	25	145	158	177	189	31	37
Stock clerks	165	103	62	52	113	165	175	176	11	24
Telephone and telegraph operators	135	25	110	14	121	131	142	142	11	29
Business agents and appraisers	65	51	14	4	61	62	64	64	2	7
Other clerical	74	49	25	13	61	58	67	69	11	8
SALES	1,324	867	457	197	1,127	1,344	1,472	1,521	177	171
Salesmen and adjusters, insurance	111	105	6	4	107	117	159	170	53	9
Salesmen, real estate	39	28	11	2	37	39	39	39	0	5
Sales clerks	415	154	261	141	274	408	406	410	2	74
Salesperson, wearing apparel	37	20	17	9	28	37	52	52	15	5

* Not precise due to incomplete employer forcasts.
** Determined from annual male and female separation rates for the United States.

OCCUPATIONAL EMPLOYMENT - PAST, PRESENT AND FUTURE

	.. This many persons were employed in April 1963					.. This many worked August 1962	Expected employment in August		Indicated Needs 1962 to 1967 Due to	
	Total	Men	Women	Working Part-Time	Working Full-Time		1965	1967	Expansion*	Replacement**
SALES - continued										
Salesperson, automotive equipment.....	83	81	2	2	81	87	98	101	14	5
Salesperson, farm and garden equipment.	35	35	0	0	35	32	35	38	6	2
Salesperson, household goods.....	37	26	11	0	37	46	51	51	5	6
Salesperson, unspecialized.....	198	89	109	28	170	214	230	246	32	36
Salesmen to consumers.....	128	122	6	7	121	121	159	151	30	8
Salesmen, beverages & foodstuffs.....	50	50	0	2	48	52	55	55	3	3
Salesmen, machinery, equipment and supplies.....	54	52	2	0	54	47	49	54	7	3
Salesmen, radio broadcast services, publications and advertising.....	35	31	4	0	35	38	42	46	8	3
Other sales.....	102	74	28	2	100	106	97	108	2	12
SERVICE	1,883	813	1,070	548	1,335	1,949	2,029	2,067	118	386
Bellman, (bellhop).....	35	33	2	9	26	38	39	40	2	4
Maids and housemen.....	83	0	83	37	46	97	95	96	-1	26
Housekeepers, hotels and institutions.	50	0	50	7	43	46	50	57	11	12
Chefs & cooks, hotels and restaurants.	182	7	175	30	152	209	223	223	14	54
Waiters and waitresses, hotel.....	300	4	296	97	203	310	325	321	11	81
Kitchen helpers, hotels and restaurants.....	127	18	109	30	97	129	132	139	10	31
Barbers and beauticians.....	35	18	17	2	33	37	38	40	3	7
Attendants, recreation & amusement....	39	26	13	30	9	39	41	43	4	6
Attendants, hospitals.....	77	0	77	19	58	86	88	88	2	23
Ushers, amusement.....	125	70	55	125	0	125	130	136	11	22

* Not precise due to incomplete employer forcaets.
** Determined from annual male and female separation rates for the United States.



OCCUPATIONAL EMPLOYMENT - PAST, PRESENT AND FUTURE

	.. This many persons were employed in April 1963					.. This many worked August 1962	Expected employment in August		Indicated Needs 1962 to 1967 Due to	
	Total	Men	Women	Working Part-Time	Working Full-Time		1965	1967	Expansion*	Replacement**
SERVICE - continued										
Guards and watchmen	68	64	4	12	56	70	76	76	6	8
Firemen	75	75	0	0	75	73	77	79	6	8
Policemen and Detectives	70	64	6	0	70	74	79	85	11	8
Sheriffs, deputy	13	12	1	0	13	13	13	13	0	1
Charwomen	40	0	40	15	25	40	40	40	0	10
Janitors and porters	380	341	39	103	277	375	387	392	17	47
Elevator operators	26	4	22	13	13	22	22	22	0	6
Other services	158	77	81	19	139	166	176	177	11	32
SKILLED	2,339	2,268	71	73	2,266	2,470	2,534	2,622	152	225
Butchers, meat processing	17	17	0	1	16	16	20	21	5	1
Seamstresses and tailors	28	10	18	4	24	25	28	28	3	4
Lumber graders	75	75	0	0	75	75	73	73	-2	6
Saw operators, sawmill	35	35	0	0	35	42	37	37	-5	4
Woodworking machine operators	65	65	0	0	65	44	67	67	23	4
Paper and paper pulp manufacturing	25	25	0	0	25	24	24	24	0	2
Typesitter, printing and publishing	53	46	7	7	46	64	63	64	0	7
Stereotypers, pressmen and binders	25	23	2	4	21	25	27	27	2	2
Machinists	32	32	0	3	29	29	37	39	10	3
Welders	36	36	0	1	35	32	36	38	6	3

* Not precise due to incomplete employer forcasts.
** Determined from annual male and female separation rates for the United States.

OCCUPATIONAL EMPLOYMENT - PAST, PRESENT AND FUTURE

	.. This many persons were employed in April 1963					.. This many worked August 1962	Expected employment in August		Indicated Needs 1962 to 1967 Due to	
	Total	Men	Women	Working Part-Time	Working Full-Time		1965	1967	Expansion*	Replacement**
SKILLED - continued										
Electricians	68	68	0	0	68	67	75	75	8	6
Carpenters	115	115	0	1	114	183	168	182	-1	16
Painters	18	18	0	0	18	16	18	18	2	1
Plumbers	43	43	0	0	43	44	52	60	16	4
Bus drivers	18	16	2	14	4	18	21	22	4	2
Linemen & servicemen. Tel. & Tel.	105	105	0	0	105	107	108	116	9	9
Meat cutters, retail trade	46	46	0	3	43	45	45	44	-1	4
Stationary engineers	28	28	0	1	27	28	31	30	2	2
Millwrights	79	79	0	0	79	87	79	79	-8	8
Mechanics, auto, truck and tractor	199	199	0	0	199	212	224	245	33	18
General mechanics and repairmen	245	245	0	10	235	235	271	297	62	20
Foremen, food processing	17	15	2	0	17	18	23	23	5	2
Foremen, logging & Lumber products	141	141	0	0	141	137	135	135	-2	12
Foremen. automobile service	30	30	0	0	30	30	30	30	0	3
Other skilled workers	796	756	40	24	772	867	842	848	-19	82
SEMISKILLED	2,011	1,819	192	107	1,904	2,120	2,213	2,253	133	155
Log and lumber inspectors, scalers and graders	55	55	0	4	51	55	55	55	0	3
Timber cutters and transporters	49	49	0	1	48	58	56	56	-2	3
Sawmill workers and machinery operators	310	306	4	0	310	333	318	318	-15	19
Woodworking machine operators	135	135	0	1	134	146	141	141	- 5	8

* Not precise due to incomplete employer forcasts.
** Determined from annual male and female separation rates for the United States.

OCCUPATIONAL EMPLOYMENT - PAST, PRESENT AND FUTURE

	.. This many persons were employed in April 1963					.. This many worked August 1962	Expected employment in August		Indicated Needs 1962 to 1967 Due to	
	Total	Men	Women	Working Part-Time	Working Full-Time		1965	1967	Expansion*	Replacement**
SEMISKILLED - continued										
Planing mill workers	33	29	4	0	33	33	33	33	0	3
Finished lumber products workers	51	51	0	0	51	51	54	54	3	3
Paper and paper pulp manufacturing	38	38	0	0	38	38	38	38	0	2
Excavating and grading equipment operators	32	32	0	4	28	30	32	32	2	2
Routemen, deliverymen	64	64	0	1	63	64	73	73	9	4
Drivers, passenger vehicles	22	22	0	0	22	22	22	22	0	2
Truck drivers	342	342	0	15	327	354	370	387	33	20
Tractor operators	51	51	0	4	47	54	60	66	12	3
Laundry, cleaning and dyeing establishment workers	54	0	54	7	47	56	59	59	3	13
Automobile service station attendants	103	103	0	35	68	148	169	174	26	8
Container fillers and wrappers	42	27	15	1	41	45	51	54	9	6
Boiler tenders	48	48	0	0	48	48	48	48	0	2
Repairmen, motor vehicles	29	29	0	3	26	32	33	33	1	2
Saw sharpeners	36	36	0	0	36	36	36	36	0	2
Chainman and rodmen, surveying	38	38	0	3	35	35	49	49	14	2
Loading, unloading and handling machine operators, warehousing	148	148	0	0	148	151	153	153	2	8
Apprentices	41	41	0	1	40	41	43	47	6	2
Other semiskilled	290	175	115	27	263	290	320	325	35	38

* Not precise due to incomplete employer forcasts.
** Determined from annual male and female separation rates for the United States.

OCCUPATIONAL EMPLOYMENT - PAST, PRESENT AND FUTURE

	.. This many persons were employed in April 1963					.. This many worked August 1962	Expected employment in August		Indicated Needs 1962 to 1967 Due to	
	Total	Men	Women	Working Part-Time	Working Full-Time		1965	1967	Expansion*	Replacement**
UNSKILLED	1,434	1,370	64	188	1,246	1,773	1,820	1,859	86	132
Lumbermen, woodchoppers	289	289	0	28	261	310	336	336	26	20
Sawmill laborers	169	169	0	0	169	209	204	204	-5	14
General woodworking laborers	166	163	3	0	166	184	185	188	4	13
Veneer and plywood laborers	93	93	0	0	93	93	93	93	0	6
Paper, paper pulp and paper goods laborers	75	75	0	1	74	65	83	88	23	4
Printing and publishing laborers	30	20	10	25	5	29	29	29	0	4
Construction laborer	82	78	4	2	80	107	107	107	0	8
Light, heat and power laborers	12	12	0	1	11	19	19	19	0	1
Trades and services laborers	27	26	1	16	11	22	32	32	10	1
Park caretakers and municipal service laborers	84	84	0	47	37	110	99	105	-5	7
Packing, filling, labeling, bottling, washing laborers	41	24	17	7	34	38	45	48	10	5
Laborer, boiler & furnace oilers	26	26	0	5	21	29	26	26	-3	2
Laborer, moving, storing, handling	77	77	0	11	66	88	120	123	35	6
Other unskilled	263	234	29	45	218	470	442	461	-9	41

* Not precise due to incomplete employer forcaste.
** Determined from annual male and female separation rates for the United States.

METHODOLOGY

Timing Of The Survey: Early in 1963 plans were made for the Missoula County Manpower Survey with selection of April 7 - 13, 1963 as the survey week. Such seasonal timing was compatible with the date of the most recent U.S. Census of population and employment taken as of April 1, 1960. Hence, this survey date permits more valid comparisons of employment in industries, which vary significantly in operations with the seasons.

Scope And Coverage: Conforming with suggestions by the Bureau of Employment Security, U.S. Department of Labor, the study covered data from both employers and workers. This provided much employee detail otherwise unobtainable.

From the files of the State Unemployment Compensation Commission, employers covered by Unemployment Insurance were stratified into two groups according to number of workers. The large establishments with employment exceeding 100 were contacted in person by members of the survey team. Others were reached by mail. Intentions were to obtain complete coverage of the principal employers through personal visits, telephone calls and follow-up mailings.

Distribution Of Questionnaires: Both types of questionnaires were distributed to all known employers in Missoula County with a letter asking them to reply and also to pass out workers questionnaires. Self-addressed return envelopes were provided.

Survey returns supplied adequate samples from employers in all industries except Agriculture. This prompted the decision to exclude data related to farming and ranching but to include Agricultural Specialties & Services.

Because of Mining's relatively small employment in the county, information for this category has been grouped with other industries for various charts and tables.

Classification And Processing System: The occupational titles reported by employers and workers were coded jointly in accordance with the Dictionary of Occupational Titles. Part IV (Entry Occupational Classifications) was also used in coding. Military service, skills learned in schools, and other special training not related to current positions or other job experience of the past ten years were assigned X-codes from this manual. The handbook on the National Apprenticeship Program was used to distinguish and classify apprenticeable occupations. The Standard Industrial Classification Manual was followed in assigning industry identification to firms and their workers who were not covered by the State U.I. program.

Replacement rates were computed by applying labor force separation rates to selected age groups, by sex.* The separation rates for men were developed by the Bureau of Labor Statistics and are unpublished single-year Labor Force Life Tables on labor force and mortality. The rates for women were taken from the Tables of Working Life for Women, published in the Monthly Labor Review, U. S. Bureau of Labor Statistics, August 1956.

Supplemental labor market data on Missoula County were prepared for the years 1959 through 1963, in accordance with the "Handbook on Development of Basic Labor Market Information for Small Areas". For the 5-year period, the months usually showing the highest total county employment are June, October and November. Such data are designed for ARA and MDTA programs but were also used as guides in the Missoula County Manpower survey. Various other sources, including U.S. Census data provided additional reference material.

The reported data were edited for reliability and punched onto IBM cards for machine tabulations.

* Losses from death and retirement only.

Sample Components: Missoula County had approximately 1,595 non-agricultural employers during the survey week. This includes 1,252 firms covered by unemployment insurance and 343 uninsured. Total survey response from employers was 39 percent. Returns, by major components, was 40 percent for insured establishments and 30 percent for the uninsured. Survey coverage of employed persons REPORTED BY EMPLOYERS was 68 percent, and WORKERS RETURNING questionnaires was 31 percent. Major industry and occupation group percentages appear below:

INDUSTRY	Total Workers in County	Percent Reported by Employers	Percent Returned by Workers
Agricultural Specialties & Services	590	11	4
Mining	50	42	20
Construction	730	39	26
Manufacturing	3,040	87	31
Transportation, Communications & Utilities	1,410	81	37
Wholesale & Retail	3,690	50	22
Finance, Insurance & Real Estate	660	63	43
Services	2,260	48	27
Government	3,670	95	50
OCCUPATION			
Professional	1,967	79	54
Semiprofessional	998	75	19
Managerial	1,528	56	28
Clerical	2,551	72	43
Sales	1,324	46	20
Service	1,883	57	22
Agriculture (Excludes Farming & Ranching)	65	57	28
Skilled	2,339	71	33
Semiskilled	2,011	69	30
Unskilled	1,434	85	25

For the 930 Unemployed, returns were 45 percent complete. These percentages served as expansion factors for data furnished by employers and workers, except in segments of certain industries where returns were complete.

Work experience during 1962 is confined to that calendar year, while the characteristics of persons for occupation and industry attachments refer to April 1963. Thus statistics for man-weeks employment and unemployment in 1962 do not reflect persons shifting to different occupations or industries between these years.

About one-fifth of all worker-respondents indicated interest in vocational training for more than one job title. The first title appearing on such questionnaires was classified as the item of major interest and the second as the item of minor interest. Over one-fourth of the persons reflecting a desire for training did not specify a preference.

Some data were deleted from the study because of sample deficiencies. Footnoted items in this study point up incomplete information. For example: Under the subjects 'Industrial and Occupational Employment - Past, Present and Future', forecast data supplied by some units appear to be understated with respect to August of 1965 and 1967.

Economic Assumptions: The 1965 - 1967 employment projections may be influenced by entry or exit of employers into the county after the survey week. Changes from the county's 1962 manpower base, reflected by the survey, did not provide for possible unforeseen factors such as:

Widespread and prolonged labor strife.

Closing of large private or public plants.

Local or National emergencies.

Substantial reduction in government expenditures.

Major recession of long duration.

EMPLOYER QUESTIONNAIRE - FRONT

MISSOULA COUNTY MANPOWER SURVEY

Employers Name _____ Address _____ Unemployment Insurance Account Number _____

1. Number of employees on all payrolls during the week of April 7 - 13, 1963 _____. 1 a. Number of weeks per year your business or firm is operational _____

1 b. If your business is seasonal, please list the usual operational dates _____ (Please see opposite side for purpose of survey and questionnaire instructions)

Leave Blank	Job Titles	Number of Workers Currently Employed			Number of Current Job Vacancies			Maximum Number Employed			Check Minimum Education Required For This Job					Check Training Required For Entry On this Job				Workers Completing Company Training Programs During Calendar Year	
		Total Male and Female	Female only	Part time only	Total Male and Female	Female only	Check if hard to fill	Week of August 12 - 18 1962	Estimated number for August 1965	Estimated number for August 1967	8th Grade or less	Some High School	High School Diploma	Some College	College Degree	None	Apprenticeship	Trade, vocational or business school	Experience on similar job	1962	(est.) 1963
2	3	4a	4b	4c	5a	5b	5c	6a	6b	6c	7a	7b	7c	7d	7e	8a	8b	8c	8d	9a	9b

UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA
P. O. Box 1728
Helena, Montana

April, 1963

MISSOULA COUNTY MANPOWER SURVEY

Gentlemen:

One of the missions of the Unemployment Compensation Commission of Montana is to gather, and provide information on the known current and future labor demands of an area. The Commission, in cooperation with the Missoula County Manpower Survey Advisory Council, is undertaking a study of labor market conditions in Missoula County. This survey is sponsored jointly by the Missoula Chamber of Commerce and the Missoula Central Trades Labor Council. Employer Questionnaire data (opposite side) will be utilized in determining the composition of the currently employed portion of the labor force, current and future need for workers, and also training or retraining possibilities. A set of instructions is included below. Please read and follow the instructions closely in making your report.

In addition to the Employer Questionnaire we are including a supply of Employee Skill Questionnaires and small white envelopes. Please distribute one each to your employees and encourage them to complete the desired information. Please also collect the completed questionnaires and mail in the large enclosed franked envelope. Complete information will be obtained only if every person attached to the firm, including the employer, fills out an Employee Questionnaire.

If you have any questions regarding the Missoula County Manpower Survey, you may telephone or write the Research and Analysis Section, Unemployment Compensation Commission, Helena, Montana. Your cooperation in this community project will be appreciated.

Sincerely,

Edgar H. Reeder

EDGAR H. REEDER, Chairman

EMPLOYER QUESTIONNAIRE - BACK

INSTRUCTIONS FOR EMPLOYER QUESTIONNAIRE

Item 1. Total Employment: Enter the total number of workers of all kinds on all payrolls covering the week of April 7 - 13, 1963.

Col. 3. Descriptive Job Titles: List separately each different job title in your establishment. For instance - a carpenter shop may have carpenters at work as well as carpenter's helper. This will require two entries in Column 3. The same applies for clerical jobs where there may be clerks, clerk-typists, stenographers and secreteries. Please be careful to distinguish and list on a seperate line each different job title.

Important: If you anticipate hiring in any new job titles not now listed in Column 3, please enter the new job titles at the end of the report and the number needed in Columns 6a, 6b, or 6c.

Col. 4a Total Men and Women Employees: Enter total number of wage and salary earners, including both male and female, for each job title listed in Column 3.

Col. 4c Total part-time employees should include both male and female.

Col. 5a Number of Current Job Vacancies: Enter the number of vacancies you now have in each job title listed in Column 3.

Col. 5c Hard to Fill Jobs: Check if you experience unusual difficulty or delays in finding qualified applicants for this job.

Col. 6a, 6b and 6c Maximum Number Employed: These three columns should reflect actual total employment last year in week of August 12 - 18, 1962, and your best estimate of your total employment needs in August 1965 and August 1967. These figures in themselves will reflect any anticipated future expansion of your business.

Col. 7a, 7b and 7c Minimum Education: Indicate the minimum education necessary for each job listed in Column 3 by checking the appropriate column.

Col. 8a, 8b, 8c and 8d Training Requirements: Indicate the appropriate training requirements for entry on each job listed in Column 3 by checking the appropriate column.

Col. 9a, and 9b Company Training Programs: Enter for each job listed in Column 3, the number of workers completing company training programs for the calendar year 1962, and enter the estimated number who will complete each company training program in the calendar year 1963.

10. After you have completed this questionnaire please place it in the enclosed postage-free addressed envelope and mail it to the Unemployment Compensation Commission, Helena, Montana. (Questionnaires will be collected from employers who hire 100 or more employees) If you need additional questionnaires to cover all your payroll job titles, please call or write the local office of the Montana State Employment Service, 225 West Broadway, Missoula, Montana. Telephone 543-7171.

(OVER PLEASE)

UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA

April, 1963 P. O. Box 1728 Control No._____

Helena, Montana

MISSOULA COUNTY MANPOWER SURVEY

NOTE TO EMPLOYEES, INCLUDING SELF-EMPLOYED:

This form is s Manpower Survey Questionnaire designed to provide information that will beneficially serve you and your fellow Missoulians. The survey is a home grown project sponsored by the Missoula Central Trades Labor Council and the Missoula Chamber of Commerce. With the exception of one state technician, all survey workers are your neighbors. As a result you are participating in a truly community project.

All information will be held in strict confidence. Please insert your completed questionnsire in the attached envelope and seal it. We extend our sincere thanks for the privilege of visiting with you by mail.

Sincerely,

Edgar H. Reeder

EDGAR H. REEDER, Chairman

EMPLOYEE SKILL INFORMATION QUESTIONNAIRE

PART I - GENERAL ITEMS

1. Name_____ 2. Social Security Number_____

3. Street Address_____ 4. City_____

5. Male____ Female____ 6.(Check Age) Under 22____; 22 - 44____; 45 - 64____; 65 and over___

PART II - WORK HISTORY

1. What is your present job title or position?_____

2. Name of firm or employer (if self-employed, so state)_____

3. How many weeks were you employed during the calendar year January 1, 1962 to December 31, 1962?_____.

   A. How many weeks did you have (1) a regular or full time job?_____(2) part-time job?___

4. How many weeks were you unemployed during the calendar year 1962?_____

   A. Enter below your sources and number of weeks of income during unemployment:

      (1) Weeks of Unemployment Compensation Insurance_____ (2) Weeks of receiving Welfare_____ (3) Weeks of other income_____. Please state source of other income - such as working wife or husband, pension, Old Age Survivors Insurance, etc._____

5. How many totsl hours did you work and/or receive pay for all jobs in the week ending April 13, 1963_____.

6. Did you receive any payment for sick leave, or did you take temporary leave of absence of any kind during the week ending April 13, 1963? Check Yes_____ No_____

7. Within the past ten (10) years have yuu had as much ss one (1) year of employment experience in a different occupation than the one at which you are now working? (Check) Yes____ No_____.

   If the answer is Yes, please describe each different occupation:

   (A) Job Title:_____ Brief Description of Work;_____

(OVER PLEASE)

EMPLOYEE QUESTIONNAIRE - FRONT

(B) Job Title:_____ Brief Description of Work:_____

_____

(C) Job Title:_____ Brief Description of Work:_____

_____

8. Do you have any occupational skills or educational qualifications not utilized in your present job or on jobs in Question No. 7 ? (Check) Yes_____ No_____

If the answer is Yes to Question No. 8, please list these additional skills and/or educational qualifications:_____

_____

PART III - EDUCATION, TRAINING AND GENERAL EXPERIENCE

1. Circle the highest grade or year of regular school completed:

Grade or Elementary School									High School				College							
0	1	2	3	4	5	6	7	8	1	2	3	4	1	2	3	4	5	6	7	8 or more

2. If you possess college degree(s), (A) Please list the degree(s)_____

(B) Field(s) of specialization:_____

(C) Areas of research and/or consulting experience:_____

3. If you hold a certificate or license granted under the laws of the State of Montana, please list:_____

4. Have you had any specialized vocational training in school? (Check) Yes_____No_____

If Yes, please describe the training:_____

_____

Name of School_____Number of months:_____

Date completed_____

5. Have you received any other specialized training since leaving school? (Check) Yes_____ No_____.

A. Military (please describe)_____

Number of months_____ Date completed:_____

B. Apprenticeship (please describe)_____

Number of months_____ Date completed:_____

C. Trade School (please describe)_____

Name of School_____ Number of months:_____

Date completed:_____

D. Other training (please describe)_____

Number of months:_____Date completed:_____

6. Would you be interested in receiving vocational training? (Check) Yes_____ No_____

If Yes, for what kind of work?_____

7. Would you be interested in on-the-job training? (Check) Yes_____. No_____

8. Would you accept work in another city? (Check) Yes_____ No_____. If Yes, would you move to another community within the State? (Check) Yes_____ No_____, Outside the State? (Check) Yes_____ No_____

EMPLOYEE QUESTIONNAIRE - BACK

PARTICIPATING EMPLOYERS

AGRICULTURE

Animal Clinic
Blackfoot Forest Protective Assn.
Holt's Greenhouse
Missoula Livestock Auction
Tree Farmers, Incorporated

MINING

Ecklesdafer Mining
Lyon Construction

CONSTRUCTION

Anderson Foundation Company
Birch & Sons Construction Company
Cahill-Mooney Construction Co.
City Electric
Carlson, Clarence F.
Clark & Groff Engineers
Daufau & Jenne
Dunham Masonry
Camp, Glen
Hightower & Lubrecht Construction
Johnson, R. P.
Ketchum & Son, Incorporated
Kotila Plumbing & Heating
Kraus, V. R.
Lanham Gas, Heating & Sheet Metal Shop
Lemke The Plumber
Liberty Construction Company
Marshall, Dean A.
McCue, Robert H.
Missoula Paving Company
M & S Construction
Olson, Gust
Olson, S. P.
Parmelee, Fred
Pew Bridge Company
Pew Construction Company

CONSTRUCTION - Continued

Rocky Mountain Construction Co.
Leslie, R. S.
Schmid Plumbing & Heating
Shrusett, L. T.
Sletten Construction Company
Van DeHoy, F. E.
Walford Electric
Ward, I. C.

MANUFACTURING

American Crystal Sugar Company
Anaconda Company
Bon Ton Bakery
Clark's Orthopedic Supply
Coca-Cola Bottling Company
Community Creamery
Continental Oil Company
Delaney's Bureau of Printing
Elkhorn Lumber Company
Gray Logging Company
Gray Lumber Company
Gray Milling Company
Gray Wood Products
Gull Fiber Plastic Products
Hamilton, L. A., Lumber Company
Hanson's Famous Ice Cream
Harris Mattress Manufacturers
Intermountain Lumber Company
Majestic Wholesale, Incorporated
Martin, M.
Mission Homes, Incorporated
Missoula Brewing Company
Missoulian-Sentinel
Montana Flour Mills Company
Missoula Pres-to Logs Company
Missoula White Pine Sash Company
Modern Furniture Factory
Mountain Press

MANUFACTURING - Continued

Mt. Lolo Lumber Company, Inc.
Pepsi-Cola Bottling Company
Porter Food Products
Pyramid Mountain Lumber Company
Rossignol Logging Company
Rother's Incorporated
Rother Lumber Company, Inc.
Schramm's Slaughter House
Seeley Lake Milling Co., Inc.
Southern University Press
Treasure State Manufacturing Co.
Treasure State Metal Products
Times
Van Evan Company
Waldorf-Hoerner Paper Products Company
West, Forest

TRANSPORTATION, COMMUNICATIONS & UTILITIES

Beach Transportation Company
Blackfoot Telephone Co-op
Blair Transfer & Storage
Chicago-Milwaukee-St. Paul R.R.
City Disposal Company
City Transfer
Community Creamery Transport
Consolidated Freightways
Garden City Broadcasting
Global Travel Services
Greenfield, Albert M.
Huges Hauling Company
Hanson Motor Transport
Johnson Flying Service
KGVO Radio
Little Bear Distributors
Lundwell Trucking
Missoula Cartage Company

PARTICIPATING EMPLOYERS - continued

TRANSPORTATION, COMMUNICATIONS & UTILITIES - Continued

Missoula Electric Cooperative
Missoula TV Cable Company
Montana Power Company
Montana Transfer Company
Mosby's, Incorporated
Mountain States Tel.& Tel. Co.
Northern Pacific Railway Company
Railway Express Agency, Inc.
Raymond, Harry H.
Reely Van & Storage, Inc.
Sorensen Locker Company
Spence Trucking
Stickway, Fred J. & Sons
Tripp, Clarence
Tripp, Donald
United-Buckingham Freight Lines
Western Union Telegraph Company
Yellow Cab Company
Yellowstone Pipe Line Company

WHOLESALE & RETAIL TRADE

Alcan Bar
Al & Vic's Bar
Allen Drug Store, Incorporated
Bakke Motor Company
Bakke's Tire Service
B & H Jewelry Company
Barrett Pay Less Grocery
Bourguin's Conoco Station
Beebe's Bakery
Bell H. O., Company
Bickel Glass Company
Big Broadway Store
Blakney's Glass Shop
Bonhmeur Cafe
Bob Ward & Sons, Incorporated
Bonanza Store of Missoula, Inc.
Boyce Lumber Company

WHOLESALE & RETAIL TRADE - Continued

Brookside Dairy
Brownie Baking Company
Brownies In-N-Out
Brown's Standard Service
Bug's Bar-B-Q
Builders Exchange
Burrough Corporation
Business Machines Company
Buttrey, F. A., Incorporated
Buzza-Cardozo
Carl's Auto Sales
Chimney Corner Restaurant
Circle-Bar-S
Clausen Refrigeration Company
Club Chateau
Coffee's Missoula Drug Company
Columbia Paint
Continental Baking Company
Continental Oil Company
Dave Cook Produce
Crawford Door Sales
Croci Brothers Auto Service
Courthouse Union Service
Curley's Tavern
Daily, John R., Incorporated
Daily, Paul L.
Davis Brothers, Incorporated
Davies Farm Supply
Davis Texaco Station
Ding Ho Cafe
Disbrow's, Incorporated
Dishman Vending
Don's Market, Incorporated
Dragstedt's
Drapery & Venetian Blind Company
East Side Service Station
East Broadway "66"
Electronic Parts
Elks Club
Ellinghouse & Lang, Incorporated
Estes Maytag Store
Fairway Drive-In
Fashion Furniture
Finest Oil Company
Flame Lounge
Floor Spot
Folsom Company
Food Center
Frazier News Agency
Frontier Lounge
Gamble Store
Garden City Motors
George's Cafe
Grace's Fabric Shop
Greg's Vending Machine Company
Grizzly Enco Service
Gunter Oil Company
Guy's Electronics
Guy's Mobile Homes, Incorporated
Haines Independent Whsle. Grocery
Haines Retail Grocery
Hammer X-Ray Sales Corporation
Hank's Bear Alignment
Happy Henry's Cafe
Harold's Club
Heinrich Jewelers
Highway Cafe
Hirning, Eddie
Hobbies, Incorporated
Hub Electric Supply
Huson Mercantile
IBM Corporation
Industrial Sales & Rentals
Inland Diesel & Machinery
Jack's Union Service
Jacuzzi Brothers, Incorporated
Julian's Grocery
Johnson Lumber Sales

PARTICIPATING EMPLOYERS - continued

Kartak Pump Service
K. G. Distributors
Kiddie Shop
Kraabel Chevrolet
Larry's Magazines & Sporting Goods Company
Linco Distributors
Little Chief Gas Station
Llewellyn Grocery
Lolo Drive-In
L & M Tire Company
Lucy's Incorporated
Harry G. MaClay
Marshall Wells Store
Medo-Land Dairies
Miller Machinery Company
Mincoff Ignition & Motor Parts
Missoula Chain Saw Sales
Missoula Glass Works
Missoula Furniture Mart
Missoula Mercantile Company
Missoula Motor Parts Company
Missoula Typewriter Company
Montana Concrete Pipe Company
Montgomery Ward & Company
Morin Lumber Company
Morin's Superette, Jenny
Mountain Supply Company
Mountain Tractor Company
Mueller Tire Company
Music Center
National Cash Register Company
Needles Brothers Company
Nelson's Cafe
Nelson Coal Company
Newberry, J. J., Incorporated
Ninety-Three Car Center

WHOLESALE & RETAIL TRADE - Continued

Ninety-Three Stop & Go
Office Supply Company
Olney Motors
Orange St. Enco
Orchard Homes Grocery
Otis Elevator Company
Pacific Fruit Produce Company
Pacific Hide & Fur Depot
Paul's Second Hand Bargain Store
Peek's Pharmacy
Penney, J. C., Company
Peterson Drug Company
Petrolane Gas Service
Phil's Paint Spot
Pines Cafe
Prestrude Implement
Pribyl's Pfaff Shop
Purviance Standard Service
Rangitsch Bros. Trailer Sales & Rentals
Rocky Mountain Freezer
Rogers "66" Service
R & S Auto Supply
Rudy's News
Schutz Grocery
Sears Roebuck & Company
Sentinel Standard Service
Shack Cafe
Shea's Furniture
Shipley Photo Studio
Sickels Texaco
Smith Drug Company
Smith, Harry R.
Snows A & W Root Beer
Solar Gas Company
Sonotone of Missoula
Spartan Motors
Spears Sporting Goods
Stoverud's Jewelry
Stratton Grocery
Superior Coach Sales
Super Save Grocery
Swanson's Westside Distributors
Taber's Truck Stop
Tabish Brothers Motel
Teslow, Incorporated
Treasure State Equipment Company
Tremper's, Incorporated
Trio Fruit Company
Turf Bar
Turmell-De Marois Company
Typewriter Service & Supply
University Enco Service Center
Valley Motor Supply Co. of Msla.
Vann's, Incorporated
Wagner Furniture
Wakley Motors
Walman Optical
Warner's Greenhouse, Inc.
Warren Harris Buick
West Broadway Chevron
Western Amusement Association
Western Auto Supply
Western Montana Co-op
Western Montana Grocery
West Missoula Cafe
Westmont Tractor Company
Weimer's "66" Service
Wilson Refrigeration
Wood's Second Hand Store
Woolworth, F. W., Company
Yandt's Men's Wear

PARTICIPATING EMPLOYERS - continued

FINANCE, INSURANCE, & REAL ESTATE

Aetna Finance Company
Allstate Insurance Company
Andrews, James R.
Beneficial Finance, Incorporated
Bishop Agency
Business Men's Assurance Company
Calvert Fire Insurance Company
Capitol Inventors, Incorporated
City Finance Company of Missoula
Commercial Credit Corporation
Compensation Adjusters, Inc.
Cooper & Company, J. L.
Dixon Properties
Equitable Life Assurance Society of U. S.
Farmers Development Company
Federal Land Bank Assn.
Federated Insurance Company
First Montana Finance Company
First National Bank of Missoula
General Adjustment Bureau
Gillespie Realty Company
Glacier General Agency
Glacier Life Insurance Company
Grady Insurance Agency
Hammond Building, Incorporated
Hanson-Simmons Company
Hogle & Company, J. A.
Household Finance Corporation
Investors Diversified Services
Kuester Insurance Agency
Larson, Larry I.
Liberty Loan Corporation
Marador Apartments
Metropolitan Acceptance Corp.
Metropolitan Life Insurance Co.
Missoula Benefit Society
Missoula Building & Loan Assn.
Missoula County Abstract Company
Montana Self-Insurers Association
Murphy-Favre Incorporated
Mutual of New York
Myco Adjusters Company
Oestreich, J. J.
Ottman Company, H. H.
Prudential Insurance Company
R. E. Smith & Associates
Security Agency, Incorporated
Seitz, Raymond R.
Southside National Bank
Spenker, T. J.
State Farm Mutual Auto Insurance
Suburban Realty
Sullivan & Hunt Agency
TOP Petroleum Brokers, Inc.
Tremper's Shopping Center
United Farm Agency
Union Hall Company
Walker, Mary F.
Western Montana Building & Loan Association
Western Montana National Bank
Western Montana Production Credit Association
Zahn, Henry L.
Ziemkowski, Paul

SERVICES

Alpha Tau Omega
Alpha Phi Sorority
American Cancer Society
Atonement Luthern Church

SERVICES - Continued

Auto Electric Services, Inc.
Auto Mechanic Local 1434
Barnett, W. L. & J. P.
Bay's Barber Shop
Bel Aire Motel
Big Chief Motel
Bill's Laundrette & Dry Cleaning
Boy Scouts of America
Brady's Barber Shop
Brewer, Babcock & Morrison
Brook, C. P.
Bryson, L. D.
Brownie Motel
Campbell Dental Laboratory
Chuck's TV Services
Church of the Nazarene
Covenant Lodge #6, I.O.O.F.
Cragholm, E. A.
Cimino, W.
Crisman, H. R.
Culbertson & Chaffey, Inc.
Culligan Water Conditioning
Curry, Johnson & Turner
Dahl Hotel
Dahlgren's Upholstery
DeGuire & DeGuire
Diggs, David V.
Douglas Wilson & Company
Doyle's Convalescent Home
Dussault, Edward T.
Ella Kay's Beauty Shop
Emmanual Baptist Church
Engineering Equipment Sales
Englund, D. A.
Esther's Beauty Shop
Fashion Beauty Shop

PARTICIPATING EMPLOYERS - continued

First Methodist Church
Fisher, H. C.
Florence Laundry
Fox, Ballas, Barrow
Frank's Barber Shop
Fry, William M.
Fulton, John F.
Galarus Trailor Court
Garlington, Lohn & Robinson
Gene's Barber Shop
Geraghty Mortuary
Glacier Motel
Gottwig, Donald F.
Grande's Uptown Motel
Gray, E. W.
Green, Jack L.
Hall, L. E.
Hardenburgh Outdoor Adv. Co.
Haugan-McKay
Haugan Welding
Hawkins, Robert A.
Hellgate Lodge, B.P.O.E.
Hellgate Motel
Higgins & Pierson
Hod Carriers Local #187
Holt, L. M.
Holy Spirit Parish
Hosking, W.
Hotel Florence Company
Huff Teachers Agency
Hulla, Grover
Hyland, A. H.
Industrial Services
Jewell & Root
Johnson, R. H.
Johnson Radiator Repair
Kahler's Upholstery

SERVICES - Continued

Kaye, W. J.
Ken-Mar Cleaners
Kern Window Cleaners
Key & Reynolds
Kildow, J. O. & Swartz, W. E.
Koski TV
Kuffel, Leonard E.
Kutz, J. M.
Langbell, K. O.
L. B. Mobile Home Park
Lewis, H. R.
Lincoln Street Dry Cleaning
Lori Ann's Beauty Shop
Lowe, Harris & George, M. D.
MacDonald's Auto Body Repair Shop
Manthie, P.
McDonell, L.
McGinnis, H.
McKinstry, W. J., M. D.
McMannis, D. F.
Miles, H. E.
Milltown Garage
Missoula Chamber of Commerce
Missoula Community Hospital
Missoula Council of Camp Fire Girls
Missoula Crippled Children Assn.
Missoula Hair Dressers
Missoula Hotel Barber Shop
Missoula Hotel Company
Missoula Laundry
Missoula Merchant Police
Missoula Motel
Missoula Sanitary Cleaning Co.
Missoula Snow Bowl, Inc.
Montana Advertising Service
Montana Electronics
Montana Grand Chapter, O. E. S.
Montana Physician Service
Mountain View Drive-In
Mulroney & Mulroney
Multz, Edwin E.
Northern Pacific Beneficial Association Hospital
Northwest Collectors
Otto's Auto Service
Overcast Barber Shop
Overcast, Virgil C.
Overland, G. M.
Paddock, D. A.
Palace Hotel Beauty Salon
Paramount Cleaners
Phi Sigma Kappa
Phillips Repair Service
Presbyterian Church
Rattlesnake Norge Village
Raykowski, Harley A.
Reeves & Burley
Retail Clerks Union Local #991
Retail Credit Company
Reynolds, F. G.
Rider, T. T.
Riley, J. R.
Roedl Radiator & Welding Co.
Roto Rooter Service
Roulse Ranch
Roxy Barber Shop
Russell's Studio
Sale & Jones
Salvation Army
Schwartz, Harold C.
Seeley Lake Motel
Servicemaster of Missoula
Shull Motors

PARTICIPATING EMPLOYERS - continued

SERVICES - Continued

Sigma Nu Fraternity
Sigma Phi Epsilon
Simons Company, W. A.
Skelton and Hendricks
Spath Auto Cleaning
Squire-Simmons-Carr
Stacey, N. A.
Stanley Day Nursery
St. Anthony's Parish
Stensrud Sign Company
St. Francis Xavier Rectory
St. Patrick Hospital
Stover & Stover
Sunrise Motel
Swanson, Dobbins & McCarty
Sweet Rest Motel
Tabish, P. N.
Tannenholz, H.
Tawney, D. B.
Thane & Robb
Treasure State Bowling Center
Troper Clinic
United Givers
United Rent-Alls
Village Barber Shop
Warden, W. F.
Warranty TV Service
Wayside Sanitarium, Inc.
Weber, Richard D.
Weed, Gehras D.
Western Montana Clinic
Whitsell, F. L.
Wicks Star Garage
Williams Service Supply, Inc.
Wilma Amusement Company
Wirth, R. E.
Witwer & Price
Wolfe, Deloit R.

SERVICES - Continued

Wooten & Kidder
Worden & Worden
Zimmerman, Lloyd L.
Zip Auto Service

GOVERNMENT

Agricultural Stabilization & Conservation
Army Reserve Training Center
Bonner School
Bureau of Land Management
Clinton School
Cold Springs School
Emma Dickinson School
Farmers Home Administration
Federal Aviation Agency
Fish & Wildlife Service
Forest Service Fire Lab. & MR Research
Forest Service Regional Office
Franklin School
Frenchtown School
General Services Administration
Geological Survey
Hawthorne School
Headquarters - Montana Sector Command - U. S. Army
Hellgate School
Jefferson School
Lewis & Clark School
Livestock Sanitary Board
Lolo School
Mental Hygiene Clinic
Missoula, City of
Missoula, County of
Missoula County High School
Montana Army National Guard
Montana State Employment Service

GOVERNMENT - Continued

Montana State Highway Commission
Montana State University
Montana State Forester
National Security Seminar
Paxson School
Post Headquarters - U. S. Army
Post Office Department
Potomac School
Prescott School
Rattlesnake - Pineview School
Roosevelt School
Russell School
Selective Service System
Social Security Administration
Superintendent of Schools
Synadelphic, Incorporated
Target Range School
Vocational Rehabilitation Bureau
Washington School
Weather Bureau
Whittier School
Willard School

CITY OF MISSOULA - April 17, 1949
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MONTANA TERRITORIAL CENTENNIAL
75
STATEHOOD DIAMOND JUBILEE
100
1864 1964
MONTANA
1889-1964